

Pension NewsNew Central States benefits
p. 3**Freight News**Why contract passed
p. 4**Election News**Pre-convention coverage
pp. 7-9**Tank Line News**Matlack, Chemical updates
p. 10

TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

June/July 1991 #106

Can We Unify Our Union in Orlando?

Dan CampbellRecording secretary, delegate
Local 486, Saginaw, Mich.

I'll be going to Orlando this month as a delegate first and foremost to represent the Teamsters in Local 486. To be their voice, and to report back to them.

I ran on a platform of supporting a new leadership for the union, the Ron Carey leadership team. I'll be supporting that team in Orlando.

But even more important than that, I'll be supporting good changes in our Teamster Constitution to make our union stronger. And, yes, I think that is even more important than who the leaders are.

The challenge before all the delegates—and all the members—of this union is precisely to make those changes that can redirect and re-energize our union. We need to get moving forward again, building this union, or we may not have one for long.

We read in the papers almost daily

about the bickering among top officials at the International. An International vice president was this month charged with covering up for embezzlement by an International Rep. Another IBT vice president announced he would drop off the R.V. Durham slate. Yet another VP was charged with organized crime connections. All within one month.

Meanwhile, two other International vice presidents, Durham and Walter Shea, are meeting regularly to make a "deal" to cut up the pie between them. That pie is our union, brothers and sisters.

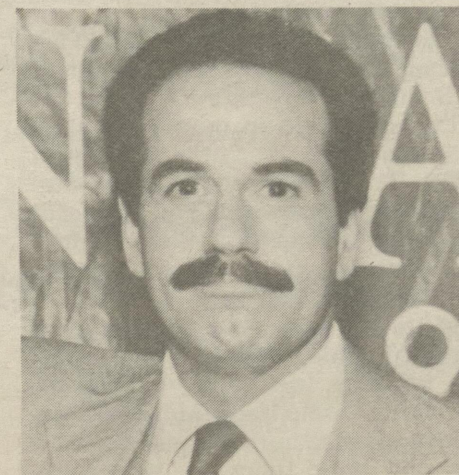
I wonder how hard they are working on serious proposals, to build this union, to bring forward at our convention.

Consider some issues to come up at the Orlando convention, such as raising the out-of-work benefits. Presently, if you go on strike, our union will pay you \$45 per week and \$55 after five weeks on strike. And they will

take your dues out of it. The employers know this when they come to the bargaining table.

There will be proposals made to significantly increase this support, to send a message to employers and go into bargaining with a stronger hand. This is not about being strike happy. This is about being prepared. Considering that this will not cost that much in our budget (in 1990 our International spent less on out-of-work benefits than the interest alone in the strike fund, so they cost nothing in dues), who could oppose it? Can we all get behind this, regardless of who we support for any office?

Speaking of union funds, consider this proposal. Can we all agree to sell off our fleet of luxury jet planes, end multiple salaries to officials, and put those millions to use in organizing to make this union stronger? Can we all unite behind a common-sense proposal like this? I think we have to. If someone labels this a "TDU

**Dan Campbell**

proposal" does that mean TDU has a monopoly on good unionism? I think it's time we move on the issues, not the personalities.

Can we unite behind pension improvements for our membership, including early retirement with 25-and-out? And can we unite behind a system that makes union pension trustees more accountable to active members and retirees? I think to be a forward-looking union, we have to.

These proposals, and a number of others, will be put before our International Convention, a convention where we the members have had a chance to vote on delegates. History tests organizations, and leaders of organizations. If we can unite behind these union-building measures, we will pass the test and be miles ahead. If instead, we find delegates choosing how to vote by which leader backs a proposal, or by how to advance a personal career, we will have failed another test. And the members and the public will see it on national television.

The choice at our convention will be up to the delegates. If they fail, the choice will fall to the rank and file.

CONVOY DISPATCH EXCLUSIVE!

UPS's Corporate Plan to Stifle Free Speech, Protected Union Activities

Frank DePirro

Convoy Dispatch editor

An unfair labor practice charge filed by a feeder driver against United Parcel Service uncovered documented evidence of the corporation's campaign to control so-called "dissident" Teamsters and its strategy to eventually eliminate every general purpose bulletin board nationwide.

The documents discovered in the Howard case were made part of the public record less than a year after the IBT leadership provided little information and support to UPS Teamsters during a pivotal contract campaign. The documents show how far UPS has gone to try to silence free speech and eliminate efforts by union activists to build an information network.

Howard Bulletin Board Case

The charge filed in 1989 by TDUser and Local 519 member Rod Howard sought to protect the right to maintain

a general purpose bulletin board in the feeder drivers locker room at a new facility in Knoxville, Tenn. The drivers had always had a general purpose bulletin board at the old facility but upon the move, UPS took the opportunity to eliminate it. Howard claimed it was to prevent the posting of TDU literature, and the administrative law judge hearing the case agreed on April 25.

"With respect to the merits of this case I find the General Counsel has made a prima facie case showing that the denial of access to a general purpose bulletin board at Respondent's (UPS's) new facility was motivated at least in part because of its demonstrated animus to TDU."

The benefits to rank and file Teamsters of general purpose bulletin boards are that they may post items of interest, such as cars for sale, announcements, thank-you cards, and the like. Unlike company and union

bulletin boards, which are tightly controlled for official business, members may also use general purpose bulletin boards to post contract bulletins, announcements of rank and file meetings, and other commentary possibly critical of the company or the union. This is why UPS wants to make them extinct.

Members in Knoxville had used their bulletin board to post TDU Contract Bulletins during the 1987

continued on page 6

Teamsters for a Democratic Union

P.O. Box 10128
Detroit, Mich. 48210
(313) 842-2600

This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form on back page.

UNION SOLIDARITY

Free Trade Agreement Will Hurt All Workers

The May 22 congressional vote on the "Fast Track" for the North American Free Trade Agreement is expected to gain easy approval. The intent of the agreement is to create a borderless market encompassing the United States, Canada and Mexico, and to allow businesses to move from country to country with no restrictions. Its impact will further enrich corporations and devastate conditions for North American workers.

Under the "Fast Track" approach, the Bush administration will negotiate the agreement and present it to Congress, which will have the sole option of voting it up or down: no adjustments will be allowed.

The flight of industry to Mexico has already cost hundreds of thousands of U.S. jobs. Today there are 500,000 Mexican workers in more than 1,800 maquiladoras, assembly-for-export plants in the border region, 90% of which are U.S.-owned. The projected figure for 1995 is more than one million workers, with new plants opening at a rate of one per day.

Maquiladora workers earn an average of 59 cents per hour. These wages are pitifully low even by Mexican standards. Comparable Mexican manufacturers in major cities pay between two and three times the wages maquiladora workers get. But the lack of jobs forces workers to migrate from the Mexican interior to work for starvation wages at the border.

Since the implementation of a U.S.-Canada Free Trade Agreement in 1988, Canada has lost hundreds of thousands of jobs to the U.S. Compared to Canada, the U.S. has low wages, weak on-the-job protection and poor environmental standards. The Canadian workforce is 40% unionized, compared with 16% in the U.S.

What will happen to the trucking industry if free trade becomes a reality? Canadian drivers have felt its first impact since they began losing jobs to U.S. carriers since 1988. Angry Canadian drivers have blocked the Ambassador Bridge between Detroit and Windsor, Ontario, in protest. A Texas driver interviewed by Detroit

TV during one of the Canadian protests told the reporter he understood what the Canadians were angry about because he was likely to lose work to Mexican operators.

The cost differential in fuel and labor between Mexican and U.S. trucking industries would place U.S. firms at a disadvantage. Mexican drivers reportedly make \$5 per day, contributing to a reported 20 to 25 cents per mile cost differential. Disparity between the construction and specifications of each country's vehicles and roads would also become a factor.

While unions exist in Mexico, they

Unions Must Unite to Defend Labor

Gerald T. Gieg
Local 327, CCI
Nashville, Tenn.

One week, President Bush talked about free trade with Mexico. Another week, he wastes no time in letting the country know that a strike by railroad workers will not be tolerated—and these are people who are four years overdue for a contract! Not too long ago the NLRB ruled that they could find no connection between Ryder Automotive Carriers and (Ryder's non-union subsidiary) QAT. It doesn't take a brain surgeon to figure out what kind of an ally organized labor has in this government.

Right now there is a major organizing effort taking place in Spring Hill, Tenn. There are better than 400 freight drivers, employed by Ryder Distribution Systems, who haul supplies to the Saturn plant, and two unions are battling it out for their membership: the Teamsters and the United Auto Workers.

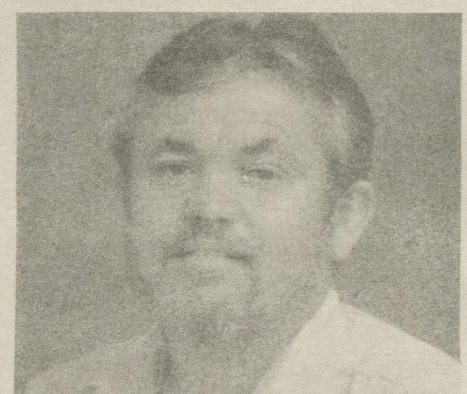
Recently, the AFL-CIO rendered a decision that neither union had exclusive jurisdiction over these drivers, so it's up to them to choose their union. As these two labor unions fight it out, I wonder who's sitting back and watching this crack in the wall, and wondering how long it will take before the wall tumbles down?

Common sense tells me that if a terminal manager, in any given com-

pany, sees a division among his employees and wastes no time in capitalizing on it, then any government that is anti-labor will waste no time in capitalizing on the divisions that exist in the labor movement.

If there was ever a time for all unions to start working together, that time is now. A concentrated effort must be made to resolve any disputes that exist between any of us in organized labor. If there are mistakes that have been made in the past, and no doubt there are many, then those mistakes must be rectified. If some of them cannot be rectified, then we must learn not to make them again.

We have too many powerful enemies outside of organized labor to make enemies in our own camp. Their intentions are clear, and if they are more organized than we are then



divided we shall fall.

divided we shall fall.

divided we shall fall.

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 17-member International Steering Committee was elected in October 1990 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Index

Pension News	p. 3
Freight News	p. 4-5
UPS News	p. 6-7
IBT Convention, Election News	p. 7-9
Tank Line News	p. 10
Carhaul News	p. 11
Industrial, Local Contract News	p. 12
Local Union News	p. 13
Stewards Corner	p. 14
Letters	p. 15

TDU International Steering Committee

Co-Chairs:

Pete Camarata, Detroit Local 299
Dan Campbell, Saginaw, Mich. Local 486
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

George Beam, Lexington, Ky., Local 651
Sarah Bequette, St. Louis Local 600 spouse
Connie McArthur, Seattle Local 174

Members:

John Braxton, Philadelphia Local 623
Lucila Conde, San Diego Local 481
Gillian Furst, Minneapolis Local 1145
Jackie Jenkins, Memphis, Tenn., Local 891
Dave Kapitula, Wilkes-Barre, Pa., Local 401
Michael Ruscigno, New York Local 138
J. Anthony Smith, Washington, D.C., Local 639
Rick Smith, Atlanta Local 728
J.C. Thomas, Memphis Local 667

Alternates:

Bilal Chaka, Long Beach, Calif., Local 692
Rudy Hernandez, Oakland, Calif., Local 853

How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

Washington Office: 2000 P St., N.W., Suite 702, Washington, D.C., 20036. (202) 785-3707.

N.Y./N.J. Office: 500 State St., 2nd floor, Brooklyn, N.Y., 11217. (718) 852-9230.

Western Organizer: Gail Sullivan, 5337 College Ave., Suite 458, Oakland, Calif. 94618 (415) 658-7159.

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PAY ATTENTION TO YOUR PENSION

New Central States Pension Benefits:

What You Should Know

The Central States Pension Fund trustees bowed to ongoing pressure from the rank and file and recognized the political importance of the recent Master Freight Agreement. So they raised benefits last month. But there are strings attached. Here are a few things you should know about the new benefits.

Contributory pensions: They raised the benefits for 20, 25 and 30 years if all those years had contributions paid by employers. But about two-thirds of new Central States retirees take a 20-year pension, and very many of them use previous Teamster-related time for credit. Those people are stuck at the old benefit level.

Change of bargaining unit: Some members, like car haulers on layoff, may have had contributions made last year at the former freight rate (\$14.60 per day, \$69 per week), and want to work five days for a freight company to qualify for the new benefits. Sorry. You may have had 30 years paid in under the same rate as Master Freight, but if you have to change bargaining units to get contributions at the new freight rate, you're out of luck.

The exception is for people who left a company because it went out of business. These people, such as former PIE and Transcon drivers, can change bargaining units and qualify for the new benefits if their old contribution rate was as high as Master Freight.

Catching up: Perhaps like UPS and some white-paper contracts your contribution rate will come up to the Master Freight rate in the next year. Will you then qualify for the new benefits? Maybe, but the fund has said to qualify you must "be covered by a (contract) calling for a final daily contribution rate of at least \$17.80." The UPS weekly contribution rate into Central States may be increased on August 1 to match the equivalent daily rate in Master Freight of \$16.60, so many UPSers in the Central States are expecting the new pension benefits will be offered to them in August. But the fund has not publicly answered the ultimate question: will this make

UPSers eligible for the new benefits even though the UPS negotiating committee is not likely to determine the weekly equivalent of the "final daily contribution rate" until August 1992?

Self-contributions: There's good and bad news. The bad news is that people on layoff or whose company closed can't become eligible for the new benefits through self-contributions, even at the new contribution rate. The five days of contributions required must come from an employer.

The good news is that during future long layoffs, more self-contributions will be accepted by the fund for needed credit. The pension fund will only take self-contributions for credit from laid-off members while they're still on the seniority list with recall rights. Under the old contract, that made the limit three years. Now, under the new NMFA, members have five years of recall rights. So you can buy up to five years worth of credit if you need to because of layoff.

The literature from Central States might make you think that the new benefits are possible simply because of the higher contribution rates negotiated. But it's not that simple. They could have afforded a large part of the new benefits back in 1989, according to the independent actuarial study sponsored by TRF.

Why didn't they raise benefits then, and why did they now? Three things have happened since then: 1. the members worked with TDU to put pressure on the fund through letters, meetings, local union resolutions, petitions and other actions; 2. the elections for IBT office are approaching, and 3. the freight companies agreed to increased contributions.

The third thing happened mostly because of the first two. Central States Teamsters should thank themselves for the recent increases, especially if they've been in TDU. That's another good reason to join and support our reform movement (see back page for application).

New England UPSers Lose Court Battle

A federal court judge has ruled against the New England Teamsters Pension Improvement Committee (NETPIC) in their suit against the New England Pension Fund. The judgment was issued April 19 after a week of testimony on the case. NETPIC vows to appeal the decision.

The NETPIC suit alleges that the trustees of the New England fund have violated ERISA by not paying UPS Teamsters a higher benefit. According to an independent study sponsored by NETPIC, higher benefits for UPS members would be possible if they were in a separate fund. NETPIC asked that if the trustees would not give UPS members a higher benefit, they should be allowed to take their share

of the fund's assets and liabilities into a separate fund.

The judge stated his decision was based on the fact that "The basic principle of a Multi-Employer Plan is the sharing of the risks to insure the security of the Fund." In other words, "When one employer or industry is doing well financially, another might be doing poorly, yet the Fund remains stable."

Therefore the judge found that the trustees did not act in an arbitrary and capricious manner; there was a "reasonable basis" for their action, which is all the law requires.

H & W News Page 7

Win a Valuable Prize!

Win yourself a valuable prize from the rank and file movement: pick the date that the Western Conference Pension Trust will announce a new 30-and-out retirement program!

Hints:

- Thousands of petition signers have asked for 30-and-out benefits for years. The trustees have stonewalled them.
- An independent actuarial study of the fund, prepared by the Teamster Rank and File Education and Legal Defense Foundation (TRF), concluded that the fund is better able to afford a 30-and-out than is Central States, which just raised its 30-and-out benefit to \$2,000 per month for Master Freight Teamsters.
- Top Western Conference Teamster officials have felt the heat enough to produce bogus propaganda, claiming that the Western Conference benefits are better than Ron Carey's Local 804 25-and-out and 30-and-out benefits.
- Mike Riley, Chuck Mack and Ben Leal (Arnie Weinmeister's brother-in-law) are all trustees of the fund, and are all running for International office. The election will be in December 1991. (This is the BIG hint.)

(Employees of the fund, fund trustees and employers not eligible.)

Weinmeister to Draw \$94,244 in Pension, With His Two Salaries

International VP Arnie Weinmeister announced in early May that he will retire from his International jobs at the end of the year, remaining head of Local 117 and Joint Council 28 (see article page 9). But unlike rank and file Teamsters, Arnie can hold two (2) full-time Teamster jobs and still draw his pension benefit.

When he retires from the International, Weinmeister will be eligible for more than \$94,244 per year from the Family Plan and the Equity Plan, which cover International officers and appointees. He can draw this while he is getting paid for two full-time jobs, supposedly 320 hours of work per month.

In contrast, if a rank and file member takes a pension from the Western Conference Pension Fund, he or she cannot work more than 49 hours per month in a Teamster job. The Central

States suspends benefits if a retiree takes a job that is like one covered by a Teamster contract in the area, for any number of hours.

If Weinmeister retired from his local union and joint council jobs, too, right now, he'd be eligible for more than \$156,000 per year in four (4) pensions. That's \$156,000 of dues money that won't be available for organizing, research, education or helping locals. What a waste.

Of course, a new IBT leadership could develop a plan to legally phase out such excesses and put that money to work for the members and our union.

RETIRING?

If your retirement includes a move to a warmer climate, or around the block, be sure to let us know. The post office will not forward *Convoy Dispatch*.

Suit Filed Against Central States for Kroger Workers' Lost Pension Credits

A lawsuit was filed in U.S. District Court in March to regain pension credits lost to Kroger employees who worked for the company before 1971. The fund has responded to the suit, and apparently will try to block the certification of the class. At press time, no hearings have been set.

The suit arose from the circumstances surrounding the Kroger employees' vote to join the Central States Pension Fund in 1971. Before that, they were in a company pension fund. But the Central States and Teamster representatives convinced the Kroger workers to change pension funds. They promised the members that their previous time with Kroger would always be counted toward the highest pensions available from the fund. The members were given "past service credit" for that time.

Later, the Central States fund an-

nounced new benefits that could not be earned using past service credit: the so-called "contributory" benefits. These are now the highest benefits available from the fund. They include 30-year benefits which no Kroger Teamster could possibly get before the year 2001 under the current rules, no matter how many years they had before 1971.

The pension fund has denied making statements that the Kroger employees' past service would count toward the fund's highest pensions. It has also said that the Kroger Teamsters should not have relied on the word of the Central Conference Warehouse Division chairman and chief Kroger negotiator for the union.

For more information on this lawsuit, contact TRF, the Teamster Rank and File Education and Legal Defense Foundation (313) 842-2615.

FREIGHT NEWS

Why Freight Contract Was Ratified

The NMFA was ratified on May 1 by a vote of 61,903 to 29,305, a 2-1 margin. The ratification did not come as a surprise, yet many members expected it to be voted down after the rejection of the 1988 agreement by 64% and the growth in strength of the rank and file movement since that time.

Several factors taken together show why the growth of the rank and file movement actually led to a ratification, not a rejection.

Employer Campaign

On the day the contract was ratified, R.V. Durham called dozens of reporters to tell them what a great job he had done. He failed to mention what a great job the employers had done, for their mutual efforts to sell the contract worked hand-in-hand. Like an actor winning the Academy Award, Durham should have thanked all those who made it possible—Roadway, CF, Carolina and, above all, Yellow Freight.

Local 657, Roadway Express

Problems Deep in Heart of Texas

One week into the '91 NMFA, Roadway already is not abiding by the contract in San Antonio, Texas, as management refuses the dock hands their second break. But this should not surprise anyone in Local 657 where Roadway has had six or seven members on layoff since November 1989.

Steve Becker, terminal manager, has been able to accomplish this layoff by holding back freight one or two days of each week, making some pickups late and resulting in overall poor service to the customers. This would seem ironic given Roadway's Quality Assurance program, but Becker has shown repeatedly that he doesn't care for his employees or his customers.

Some of the workers are even giving up their 40-hour guarantee. Given Becker's poor management performance, this has helped at a time when Roadway has been expanding the size of its terminal. Also, non-union office personnel are reported to be giving five to 10 hours per week of their own time. This is illegal. Mandatory work time must be compensated. But Becker requires them to do this, and out of fear for their jobs many office workers are complying rather than filing a complaint with the state's wage and hour board.

The contract violations go on and on. Supervisors are stealing dock work whenever dock hands are out on P&D in the afternoon. This has been filed on but with little relief. Those who do file grievances are illegally retaliated against.

The most serious violation of all, perhaps, are the two fork lifts on the dock. They emit black fumes that cause wheezing and eye irritation for days after exposure. In 1988 the National Institute of Occupational Safety and Health (NIOSH) issued a

low Freight.

The International union put out for the first time contract bulletins, patterned after TDU Contract Bulletins. But interestingly, so did the corporations. And you could not tell them apart! The IBT leadership had nothing different to say about the contract than the employers, who worked on members individually and by terminal, taking a lesson from UPS last year.

The employers, recognizing the members' new role in the union, aimed directly at them, rather than working through the top officials.

Right to Vote

In 1987 and 1988, when UPS, freight and carhaul Teamsters all rejected contracts, the members had nowhere else to take out their anger toward the IBT leadership. The contract vote was the only option. In 1991, with the Right to Vote in full swing, membership activity was channeled into more

productive, more positive avenues—toward the root of many contract problems, weak union leadership. As a result, many activist Teamsters were more involved in the delegate elections going on at the time of the contract.

Democracy's Value

The 1991 contract was a better agreement than the one in 1988, because the Right to Vote has made such a sellout impossible. In 1988 the total wage-and-benefit package was \$1.65, whereas in 1991 the total package was \$2.45. Just as in the UPS deal last August bargained by McCarthy, our new democracy put money in our pockets, and prevented major new concessions from being politically possible.

The contract was still not what it should be: to protect our jobs and strengthen our union. But most members felt they could live with it, especially with the chance to elect a new leadership this fall and with the fear of going on strike at this time. The top officials actually tried to scare the members with a strike, rather than using the weapon as a threat against the employers.

Central States Pension

After refusing to raise benefits for years, and even after the UPS contract set the new contribution level last August, the Central States Pension Fund came up with the \$2,000 30-and-out benefit, and mailed that news with the ballots to all affected Teamsters in the Central and Southern areas.

This, too, reflects rank and file pres-

sure and the new democracy. Just two years ago the Central States trustees mailed every member a brochure telling them their number one goal was the employers' dream of full funding, and thus benefit improvements were impossible. The tune has changed, and the members now get better benefits.

All four of these reasons have one thing in common: they reflect the new situation in our union, where the members have a role in determining our future. Let's keep up the pressure, it's working.

Rerun in L.A. Local 63

Wanda Ellerman
Local 63, Yellow Freight
Los Angeles

Our Delegates for Carey slate swept the election, but now we have to run again because of a technical error with the ballots. Win or lose, I'm going to the IBT Convention. I want to be there to make sure this union takes up the cause of women's rights and starts to seriously address the problems of office workers.

I also want to make sure Diana Kilmury of Vancouver, B.C., Local 155 gets nominated. She'll be an excellent addition to the International's General Executive Board. Ron Carey's to be commended for selecting her to be on his slate.

Local 823, Jones Truck Line

False Promises Lead to Mechanic Layoffs at Springdale

Lonnie Williams
Local 823, JTL
Springdale, Ark.

I am a soon-to-be-laid-off 15-year employee of Jones Truck Line in Springdale, Ark. I declined to move in a recent change of operations and will be put on lay-off status as of May 31. I ran afoul of management when I filed six grievances starting in September.

The reason for the grievances goes back to a change of operations hearing held in November 1989. At that hearing, our company told the Southern Conference Change of Operations Committee that they would continue bringing shop work to Springdale so that we could maintain employment levels in the shops. But the company didn't live up to the change of operations agreement.

In the middle of last year, JTL started subcontracting out mechanics' work to outside vendors even though there were 11, and later 24, Teamsters on layoff. (Some of these layoffs came immediately after Jones employees voted to approve a 12% wage cut, even though management promised that if

the wage cut went through there would be no further layoffs.) So I, along with three other employees who later joined me, filed a grievance demanding back pay for lost work.

After nearly eight months and numerous postponements, my grievance was heard in Daytona Beach, Fla., on April 24 by the Southern Conference Grievance Committee. Just before I went to Daytona, a JTL manager tried to get me to settle for less than what my grievance was worth, but I refused. I attended the hearing in Daytona and was represented by Local 823.

It was a 1,300 mile trip one way, but was worthwhile because we were successful. The committee found in my favor and ordered Jones Truck Line to pay all back pay due. In the end I received \$5,500.

I'd like to urge all TDU members and non-members to stand up for your rights because if you don't, you'll become extinct in the workplace. Unlike management, I can look at myself in the mirror every morning without feeling nauseous.

report on the carcinogenic effects of exposure to such exhaust. Roadway responds by replacing the filters, but the repairman says the injection pumps need to be replaced. That's a relatively expensive repair that Becker doesn't want to make.

Of course, this is a violation of Article 16, Section 6 of the Master Agreement. These fork lifts should be taken out of service until they are repaired properly. A charge has been filed with OSHA.

Teamster members only wish that some of these things would be addressed and that Becker would abide by the contract. Management has created such a demoralizing situation in San Antonio—and also at Austin—that the employees have no interest in helping Roadway. It's sad, because these are good employees and these could be good terminals.

Members have reported these continuing problems to Teamster Freight Director R.V. Durham and to corporate headquarters in Akron, Ohio. Meanwhile, Mr. Becker seems to gloat over this stuff.

What's 'Outrageous Behavior' in South?

The new Southern Conference Supplement contains an outrageous new "cardinal sin" that freight Teamsters can be fired without a prior warning letter for "outrageous behavior as defined by the grievance committee."

One member found out from freight director Billy Patrick what it means: "If you expose yourself in front of your employer."

Of course the actual quote was more graphic than that. Replied the freight member, "Then why didn't you get that written into the contract?"

Members should be extremely cautious while using the bathroom.

'Gate to Gate' Suit in Carolinas Clears Legal Hurdle

The "Gate to Gate" lawsuit covering road drivers in the Carolinas has cleared another legal hurdle in a federal appeals court, but justice continues along its slow course.

Members of Charlotte, N.C., Local 71 filed a class-action lawsuit in federal court five years ago on the issue of gate-to-gate mileage in the Carolina Supplement to the NMFA. The 1985-88 NMFA supplement provided for terminal to terminal (or gate to gate) mileage calibrations, to replace the old post office to post of-

fice mileage for road drivers. The supplement also provided that the new mileage would be checked and in place within six months of the date the agreement was signed.

The companies involved, including Consolidated Freightways, Transcon and PIE, agreed with the union that the mileage wouldn't go into effect until Dec. 1, 1985—two weeks after the six-month deadline. Then, when the December deadline approached, the date was shifted once again to May 4, 1986—almost a year after the con-

tract was signed.

TDU member Herman F. Walker, now a retired CF road driver and member of Local 71, filed several grievances as time dragged on and the drivers were losing mileage money. The settlement of the grievances was delayed many times, until finally the Joint Bi-State Area Committee ruled against him. The class-action suit on behalf of all road drivers covered under the Carolina Supplement was filed by Walker, along with other Local 71 TDU members Brad Colesworthy, Tera Slaughter and Thomas Dillon, with the help of former TDU attorney Julie Fosbinder and attorney Edward G. "Woody" Connette. The case wound its way through the courts until recently, when the U.S. Court of Appeals for the 4th Circuit ruled 2-1 to affirm a lower court decision that:

1. When the Bi-State committee changed the date of implementation of the new mileage, it rewrote or amended, rather than interpreted, the contract. The committee can interpret the contract, but cannot change or amend it without having a ratification vote of the members.

2. Local 71 breached its duty of fair representation by not having a vote on the contract amendment, and also by not resolving the mileage dispute in a timely manner, even after grievances were filed.

3. The employers breached the collective bargaining agreement, and will have to pay back pay based upon gate-to-gate mileage, retroactive to Dec. 1, 1985.

Because one of the three judges disagreed with the decision, CF is now seeking a rehearing before the full eight-member appeals court.

When asked about the case, Walker said, "True justice was finally obtained. But will the union and the company appeal to the U.S. Supreme Court? I say yes. Conrad Sides (head of Local 71) is trying to buy time. He

supports R.V. Durham in the general election in December. If Conrad settles this lawsuit, it will look bad for him, his business agents and Local 71."

The case also raises serious questions about R.V. Durham's "new directions" campaign. Durham has known about these events since the beginning. As chairman of the Carolina Freight Council, he could have stepped in long ago to try to correct the situation and protect the agreement voted on by the members. He didn't. And the employers benefited at the members' expense.

Negotiations Concern Members At Signal Delivery Service

Signal Delivery Service broke away from the NMFA during the 1988 negotiations and negotiated its own Master Agreement and supplements with the union. Those agreements expire June 30 and Teamsters at Signal are concerned about the status of negotiations.

One of the chief negotiators is Jerry "Side Agreement" Cook, the head of Atlanta Local 528 and a candidate for International VP on the Durham-(Mathis)-Who? slate. During the past three years Cook has done his best to live up to his middle name as he has allowed seniority protections to be eroded and tolerated a growing whip-sawing trend among locals. In fact, Cook seems to have inspired manage-

ment!

wrote to employees on April 19, "It is thought by many of you that by negotiating our local agreements at the local level we can more effectively deal with the competition that faces each of our operations. Often times our local issues become lost at the national bargaining level."

Hundreds of senior Signal Teamsters on layoff will need no translation of that quote. A Teamster at another local in the Southeast responded with a letter to TDU, "Our BA has been telling everyone that we at Signal will not get another contract. We have enough fighting to do with the company, with all the heartbreaking letters the company has been putting out."

Teamsters at Signal are encouraged to stay in touch with TDU.

'Profit-Sharing' Givebacks Up for Revote

In the March issue of *Convoy Dispatch*, TDU co-chair Pete Camarata, a Local 299 city driver at Earl C. Smith Co., laid out the dilemma union members face regarding "profit-sharing" givebacks:

"Ending these plans must be part of an overall program for job security in our contract. ... Wouldn't it be great to see the day when we can tell an employer who cries poverty to go ahead and close up, because my union will help me find work and my contract gives me preferential hiring at other carriers?"

Such job security would require the combination of contract protections and successful union organizing drives. Sadly, our new contract did not provide the protections and we know the organizing record of our current union leadership.

The new NMFA did require that all givebacks under the profit-sharing language shall be revoted within 30 days of ratification. That 30-day deadline comes up early in June. Union officials and business agents met on May 14 in Chicago to review the newly drafted proposals, and a second meeting was called for May 29. Votes at Master Freight companies are scheduled for May 30 to June 3.

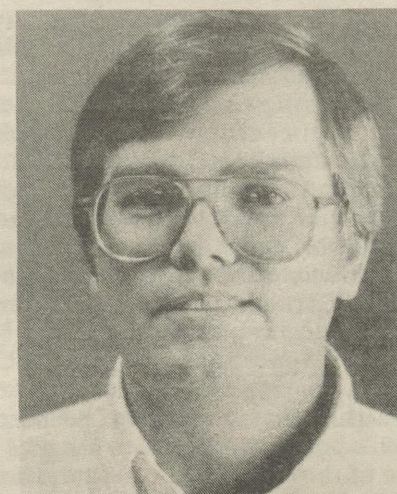
At press time, Teamsters at Advance Transportation in Chicago Local 710, which has its own agreement with the

company, had already voted to renew their givebacks 141 to 44, a 76.2% approval just surpassing the required 75%. Asked why members agreed to renew the 12% givebacks, one Teamster said fear for job security was the main issue.

Advance management used the well-worn script for such votes: the early letters soliciting "input" and thanking Teamsters for their support; the later weeping over competition; and the final stages of working with the union to instill the fear of a strike or shutdown, while convincing a few key members over steak dinners of the contract's merits. The vote is taken, and no matter how it turns out, great divisions occur between union brothers and sisters. It's a win-win situation for certain corporate executives.

Over the next couple of weeks Teamsters at some 16 NMFA carriers will be faced with similar dilemmas.

The companies, according to the Teamster Negotiating Committee, are: Advance, Be-Mac Transport, Century Motor Freight, Earl C. Smith, Hyman Freightways, Parker Motor Freight, South Bend Freight Line, South Bend Cartage, OK Trucking, ANR, Foreway Express, Gross Common Carrier, Midwest Freightways, Jones Truck Line, Crouse Cartage, Jones Transfer.



Aaron Belk
Local 667 delegate, JTL
Memphis

All rank and file members have a strong interest in both pension reform and the Right to Vote. Delegates at the convention will have to make sure that these issues are dealt with. Also, we need to make the right choice for reform candidates that will lead the Teamsters union for the next five years. Delegates need to pay attention to who's running and look at the issues they stand on.

Local 135

Indy CF Driver Wins Fight for Job

A CF road driver in Indianapolis Local 135 recently got his job back after a long battle. Robert Judd was fired in February after a driver he was following hit some black ice and jackknifed; Judd then hit the same patch of ice and couldn't stop in time, running into the first driver's vehicle.

Other drivers who witnessed the accident stated there was no way Judd could have avoided the accident. The state police admitted that they could not measure tire marks because of ice on the road. The end result: the first driver went back to work immediately, but Judd was terminated.

"I have been a Teamster for over 30 years, and have had a safe driving record of 25 and a half years prior to the accident," said Judd.

Other drivers at CF knew Judd got the shaft. They took up collections for him and signed petitions stating that Judd was unfairly disciplined. As the grievance procedure dragged on, drivers came up with some other ideas: they began to talk about form-

ing a "slick board."

"Every time it gets icy out, we're calling in sick—we can't put our lives on the line just to get fired for an unpreventable accident," drivers told the company. Also, many drivers called CF's EXCEL number to complain about the situation toll-free.

Judd finally got a little money from unemployment compensation after he won his hearing, but \$100 a week doesn't go very far, especially as the weeks drag on. Judd's grievance deadlocked to JAC, which shows why we need innocent till proven guilty in the grievance procedure.

Finally, after three months and a lot of determination, Judd was brought back to work.

"It took three long, hard months to get my job back, and I would like to thank all of those who really supported me," said Judd afterwards. "I owe it all to TDU and to the fellow workers at CF who were really behind me 100%. I'd like to thank all of you from the bottom of my heart."

UNITED PARCEL SERVICE

NLRB Case Reveals Plan to Cut Bulletin Boards

continued from page 1

negotiations and information on their rank and file "Sick and Accident Fund."

"Howard testified that although he was permitted to distribute TDU literature during his nonworking time in nonwork areas, the bulletin board use enabled him to make the TDU literature available by posting it on the general purpose bulletin board" for drivers on other shifts, the judge wrote.

Testimony revealed that members of management had made derogatory comments about the posted TDU materials and that they were constantly being torn down. Howard had in fact filed an earlier charge with the NLRB on such activities by management during the 1987 contract. That charge had been settled by UPS without an admission of guilt.

The judge found "that the Respondent (UPS) relied on shifting defenses in this case," which included assertions of ignorance about TDU materials having been posted at the old facility, that the general purpose bulletin board had not been hung because of the design and configuration of the new facility, and that the old bulletin board had not met UPS's standards of neatness.

But the judge was not convinced, concluding, "By denying its employees access to a general purpose bulletin board in order to prohibit or prevent the posting of TDU material in the feeder drivers locker room, the

Respondent (UPS) interfered with the protected activities of its employees." The judge ordered UPS, among other things, to install a bulletin board in the feeder drivers' locker room at the new Knoxville facility.

Another Knoxville feeder driver, TDU member Steve Cox, commented on the judge's order, "Of course, I'm pleased with this decision. It's just unfortunate that my employer's extreme position of stifling the free exchange of information and ideas among employees makes this type of remedy necessary."

UPS's Nationwide Audit

Although the judge limited the remedy to this specific case, the unfair labor practice at Knoxville was not an isolated incident. After UPS Teamsters rejected the contract by 53% in 1987, corporate executives must have become nervous about the prospects for 1990.

"In 1988 and 1989 Respondent (UPS) issued a number of corporate guidelines, audits and training memorandum (General Counsel Exhibits 10-20) to its managers around the country," wrote the judge in the *Howard* case. "These documents discuss TDU as a dissident organization and note that some dissident organizations give out 'disinformation' which is deliberately misleading. These documents also directed managers to permit only official Company and Union bulletin boards and to prohibit anything 'detrimental or demeaning to the Union or the Company.'"

The General Counsel exhibits cited by the judge were made part of the public record and were then obtained by TDU staff from the NLRB in Washington.

UPS initiated a nationwide audit of bulletin boards in October 1989 to determine the types of bulletin boards at each of its facilities: general purpose, company and union. Company and union boards were subcategorized into Type I boards, which allowed broader postings beyond official company and union business, and Type II boards, which were exclusively limited to official company or union business.

Another document, "Guidelines for the Use of Bulletin Boards," included objectives "to keep detrimental material off bulletin boards," and provided managers with a detailed "Sequence of Events in Implementing

the Policy."

Managers were instructed "to develop a plan for implementing the Policy in each location, with particular emphasis on: a. Correcting or eliminating Type I... and General Bulletin Boards; b. Preventing or minimizing any 'people' problems; c. Following a gradual rather than abrupt timetable so as to prevent the implementation of the Policy from being perceived as a sudden change. ..."

Managers were to be especially careful with "troublesome locations," meaning facilities where union members would be inclined to protect their NLRB rights, and were instructed to get help in implementing a new bulletin board policy from "positive employees." The guidelines even called for role-playing by the management team to practice the implementation plan for eliminating Type I and general purpose bulletin boards.

'Handling Disinformation'

The corporate strategy to control "dissidents" and the flow of alternative union information and ideas didn't stop there. Labor Relations Workshops were conducted on "Handling Disinformation. ... Objective: To familiarize our managers and super-

visors with activist groups, philosophy, objectives, issues and legal rights."

The workshop laid out a history of "activist groups" at UPS, including TDU, defined "disinformation," and listed virtually every "ongoing issue" supported by TDU, such as no production standards, innocent till proven guilty, the right to refuse unsafe equipment, and more. The workshop provided management with a list of Do's and Don'ts, and in a "Narrative Section" explained:

"Some of these groups have political overtones, but basically their efforts are directed toward union reform and improved working conditions. They want to exercise more control over both the company and the union and oftentimes their objectives conflict with those of UPS."

The documents discovered in the *Howard* case reveal a calculated strategy by UPS corporate management to quietly take away UPS Teamsters' rights under the National Labor Relations Act. TDU attorneys are researching possible additional legal action. Copies of the public exhibits are available through the TDU national office; free to members, others include a donation.



Doak Jones
Local 315 delegate, UPS
San Leandro, Calif.

Without the Right to Vote our union has been run to benefit the International officers and their families. At the IBT Convention I'll vote to nominate the Ron Carey Slate, who are committed to representing the interests of working Teamsters. I'll also be looking to support changes in our Teamster Constitution that will benefit the rank and file members at home. I hope all delegates—no matter who they support for top offices—will take a good look at such amendments.

Buster Brown Handbook

Developed by Project Unity, the Buster Brown Handbook is an unofficial guide to the new UPS agreement. Books consist of the new contract language (sent out with our ballots) and a helpful table of contents. Master Agreement \$15; Master and either Central States, Southern Conference, Atlantic Area or Western Conference Supplement \$25. Also available on computer disc. Order from TDU office, Box 10128, Detroit, Mich. 48210.

UPS & Downs

Update on Saturday Air Work.

The last issue of *Convoy Dispatch* reported that an agreement had been reached between the union and UPS on Saturday delivery work. Al Barlow had sent a TITAN message explaining the agreement to all locals signatory to the Master UPS Agreement. In part, the agreement stated that laid-off package car drivers would be offered Saturday work prior to part-time employees, at the rate of \$11.40 an hour; it also stated that shuttle work shall continue as currently performed. But local unions soon heard from UPS that it had made no such agreement. Word now is that UPS finally signed on to the agreement around mid-May.

UPS to Move Corporate Headquarters to Atlanta.

UPS announced on May 8 that it will relocate its worldwide corporate headquarters from Greenwich, Conn., to the Atlanta metro area. The corporation cited as reasons the high cost of housing for managers and administrative staff in southern Connecticut and the growth of corporate staff with the domestic and international expansion of UPS. Although several Atlanta-area sites are still under consideration, UPS expects to begin the move by fall, with completion by the first quarter of 1992. According to its press release, UPS is offering to move all management and full-time hourly staff to the new headquarters. UPS now employs 1,000 people in Greenwich.

Part-Timers at Hartford Hub Start Newsletter.

Part-timers at the Hartford, Conn., hub published their first issue of the *Nite Shift News*. In their words, "The purpose behind the newsletter is to foster greater awareness of the union. Every part-timer becomes a member of the Teamsters after his/her first month of work at UPS. The advantages of working union go far beyond the better wages and benefits that union leaders bargain for. We also have a greater degree of control in our work environment—that is, only if we are united. This newsletter is geared towards building communication among workers in the hub."

Congratulations to these Local 671 members; hopefully, such initiatives will spread more widely among part-timers in other parts of the country. There is a great need for information and education on legal and contractual rights, and what's going on in our union.

IBT CONVENTION, LEGAL NEWS

Durham Appeals Election Officer Ruling That TDU is Legitimate Part of Teamsters Union

Election Officer Michael Holland on May 21 issued a ruling on election protests filed against TDU by International VPs George Vitale and R.V. Durham, in which he shot down years of lies by IBT officials about TDU and the rank and file movement. The next day Durham's attorney filed an appeal.

The election protest was filed back in January, claiming that TDU is "employer funded" and that any TDU-endorsed candidate for delegate or IBT office should be ruled against. Instead, after an extensive four-month investigation, the Election Officer ruled that "TDU is a political advocacy organization which is concerned with a variety of issues and positions, including internal union affairs, allegations of union and pension fund corruption ... and the approval of collective bargaining agreements."

The Election Officer found only technical violations by TDU: book-keeping errors in a new allocation system, failure to print a "disclaimer" on raffle tickets printed a year ago, and failure to properly calculate interest and overhead costs. He instructed TDU to correct these matters within 30 days.

Durham's high-priced attorney, Hugh Beins, filed an appeal in which he claims once again (following years of the same baloney by smear-artist Richard Leebove) that: 1. TDU is actually a rival union, and also an employer, at the same time; 2. TDU is

an "alter ego" of the Teamster Rank & File Education and Legal Defense Foundation (TRF), and 3. candidates endorsed by TDU should be disqualified. The appeal will go to Judge Lacey.

Holland's Ruling States:

- A very extensive investigation was made, in which hundreds of TDU records were inspected, staff members were questioned, evidence reviewed.
- TDU is not an employer, foundation or outside labor organization, but is a caucus of Teamster members permitted to engage in campaign activities.
- TDU does not receive employer funding, but is funded by the Teamster membership.
- TRF, as a charitable educational and legal defense organization established to educate members and protect Teamsters' rights, performs such services for Teamster members as "publication of educational materials on workplace safety, the grievance process, deregulation, commercial drivers license program and internal union affairs ... and TRF sponsors litigation on issues of concern to IBT members." TRF may also aid in protecting members' rights in the election process.
- TDU and TRF are permitted to operate in a cooperative fashion (sharing office space, etc.), provided that no TRF funds directly or in-

directly go to campaign activities.

- The financial allocation system utilized by TDU and TRF, designed by the labor accounting firm of Huttleston Associates, has been upheld, while finding that TDU has made some errors in starting up and implementing the new system. The system is similar to time-sharing systems used by unions; in fact, the Huttleston firm designed a time-sharing system used by AFSCME.
- TDU and TRF will make adjustments to the allocation system, and TDU will transfer to TRF \$9,606 for activities over the past year that the Election Officer found were not allocated properly. About half this sum involved moneys raised from \$1 donations for TDU raffle tickets in 1990. Also, TDU and TRF shall submit quarterly audits in 1991 to the Election Officer to verify continued compliance through the elections.

TDU welcomes the end of the long protest, and the result that vindicates what we have been saying for years. The protest has brought a great hardship on a rank and file organization that has had to direct considerable resources into cooperation with the Election Officer. This is no doubt one of Durham's goals.

TDU fully supports the election process and has cooperated in this investigation; contrast this with the IBT officials who have spent \$12 million in dues money to try to derail the election. At the same time, TDU objects to certain parts of Holland's 43-page decision. Especially, the burden placed on any rank and file organization that raises money from thousands of members to keep such detailed records that could "prove" that each of 14,594 raffle ticket donors were legitimate, when no one has a shred of evidence that even one was illegitimate.

This burden does not affect the campaigns of the millionaire slates, who raise funds from large donations from appointed officials and \$100-a-plate dinners, and not from raffles and membership donations. A letter has been filed by attorney Paul Levy reserving TDU's ability to object to certain aspects of the decision, to protect the right of ordinary Teamsters to fully participate in the election.

Note: Copies of the full Election Officer's decision are available from the TDU national office. Free to TDU members, others include donation.

How Durham Wants to Weaken the Right to Vote

The Durham-(Mathis)-Who? slate, having lost the battle to defeat the Right to Vote entirely, are instead trying to defeat it piecemeal. When the Constitution Committee, which they appointed, meets on June 10 in Orlando, Fla., they will put forward proposals to water down our rights, particularly the right to elect delegates.

The Durham forces are in discussion with the government to try to get the OK for their moves. Under Paragraph 17 of the Consent Order, they cannot make such changes in the Right to Vote without approval of the U.S. Attorney.

Steal Your Vote for Delegates

Durham and the General Executive Board want to eliminate the right to vote for delegates. Having faced such an election and found that in some 200 locals they faced hotly contested races, they want no more of it. They are trying to claim it costs too much. All major unions elect delegates to their conventions, and most unions have more frequent conventions.

Allow IBT Officials To Expand their Slate

The Durham-(Mathis)-Who? slate has promised spots on their slate to numerous officials and want to incorporate Walter Shea's friends, so they

want to change the election rules to accommodate their promises. They have appealed to the government to allow it. Unfortunately for them, you cannot change the rules of an election in the middle of it! Any such changes adopted by the convention would only be for future elections. Nice try, R.V.

Eliminate the Interim Election Of General President.

Paragraph 7 of the Consent Order provides that if a vacancy occurs in the office of General President, a special election must be held. Durham wants to eliminate this provision. While normally a succession rule would be fine, due to the history of abuse of this pass-it-along procedure in the IBT, it seems worthwhile to hold onto this protection of the members' right to vote.

Bogus Delegates

More than 100 appointed delegates will join the 1,900 elected delegates in Orlando, unless TDU's legal efforts succeed. The government allowed this measure, with the protection that these bogus, appointed delegates will not be allowed to vote on nominating candidates and will be cleared from the convention during that process. Elimination of this clause in our International Constitution, allowing such appointed delegates, is one change that is needed.

Health & Welfare News

Restore Joint Council 83 Benefits

More than 75 Teamsters at a recent meeting in Lynchburg, Va., endorsed a strategy to collect signatures on a petition calling for restoration of benefits to participants of the Joint Council 83 Health and Welfare Plan. Participants in the fund include Teamsters at UPS, Conagra and freight companies.

The meeting was sponsored by Teamsters Against Corrupt Teamsters (TACT), and guest speakers included TDU attorney Karen Anita Keys, and Anthony Smith, a UPS steward in Local 639 and a member of the TDU International Steering Committee.

"We can't expect to make a difference without organizing and that means keeping the heat on the administrators by signing the petition and getting involved to make the changes happen," explained Local 322 member Wayne King, a TACT organizer and TDU member.

TACT and TDU organizers are asking that members collect signatures throughout the summer. Send completed petitions to the TDU Washington, D.C., office (see page 2 for address); additional petitions may also be obtained from that office.

Some of the benefits cut in January

have been restored. But JC 83 members don't believe this is nearly enough. "They should not take away something and give part of it back to come out smelling like a rose," said King. "We want an explanation for the cuts in the first place and we want all of our benefits back."

Update on Legal Front

The investigation of the JC 83 fund continues. TACT members authorized TDU attorney Keys to retain an actuary to assist in the investigation, and talks with the actuary have begun. A legal team also has been researching fund documents.

Keys said the legal team is examining four basic issues:

1. Whether the trustees breached their duty to the plan participants by not properly collecting contributions from the employers;
2. Whether benefits to retirees were vested and whether those retirees had a right to continued benefits;
3. Whether claims were properly handled; and,
4. Whether the trustees and the administrator made decisions that were in the best interest of the fund.

IBT CONVENTION, ELECTION NEWS

Historic Convention to Set Union's Direction

Ken Paff
national organizer
TDU International Steering
Committee

The June 24-28 IBT Convention is another step in the transformation of our union that is taking place. This convention will bear little resemblance to those of the past 20 years, those Las Vegas extravaganzas where Fitzsimmons, Williams and Presser were coronated.

No one will be carried on a sedan chair here. No one will be physically attacked as the General President looks on. No "BLAST" goon squad will be flown in at union expense. Officials will not announce that strikers

can "get fat" on strike benefits of \$45 a month. Those sickening events from Las Vegas are over.

But where our union goes from here is wide open. No one can say. We're in transition and the members can shape where we go. The convention is one turning point. It has three big jobs before it.

Securing the Right to Vote

The most important thing that can come out of this convention is writing the Right to Vote into our IBT Constitution: the right to elect all International officers, the right to elect all delegates, and the right to impartial supervision of the elections. These rights have been won, but can only be secured for years to come by writing them into the constitution. The June convention can complete this historic task.

Top IBT officials, such as Weldon Mathis, R.V. Durham and Walter Shea, to name just a few, oppose the Right to Vote but know they cannot get away with eliminating it. Their strategy at this point is to try to water it down as much as possible, to weaken our Right to Vote. If they get their way, you will never elect delegates again! The number one job facing this convention has therefore become to secure our Right to Vote in its fullest and most democratic form.

A New Course for Our Union

If someone were to ask you, "Which is more important: who the current President of the United States is, or the U.S. Constitution?" what would you answer? Many people would say the Constitution. But when it comes to our union, they forget the same

principle.

Our International Constitution is up for grabs at this convention. In past conventions, with the officials being automatic delegates, they were more interested in carrying in Presser than considering what our union constitution should be about.

Many of those same delegates will be back. But a solid group of elected reform delegates will be there, to present an alternative. And that alternative—whatever the outcome in Orlando—will resonate back home with the Teamster membership. This convention no doubt won't do the whole job, and maybe not much of it. Our new democracy is just being born. But this convention can be a first step in that process, a process of healthy discussion of the direction for our union. We can complete the job five years from now at the next convention, with a full rewrite of our union constitution.

A Dynamic New Leadership

This is also the nominating convention for the election of top IBT officers, to be held in December 1991. In that election, each and every one of the 1.6 million members will be able to vote for eight, nine or 10 International officers: the General President, secretary-treasurer, five vice presi-

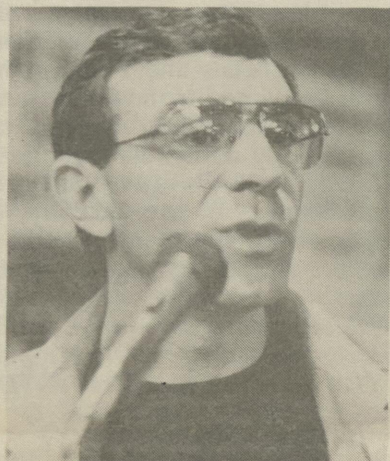
dents at-large, and one, two or three regional vice presidents, depending on conference. (Canadian, one; Eastern, three; Southern, two; Central, three, and Western, two).

Candidates for those 18 positions on the GEB will be nominated at this convention, with any candidate receiving the votes of 5% of the delegates (at large, or in conference, as appropriate) being nominated to be on the December ballot. This part of the convention will be supervised by the Election Officer, Michael Holland.

But the procedure itself is not what makes this of historic importance. The key here is that there is a rank and file movement that is coming together to put forward a new leadership team, in the form of the Ron Carey Slate.

The Carey slate will be nominated, as will at least one and possibly two slates from the current "Old Guard." Thus the rank and file will have a choice, and our union will have a debate over leadership. That choice, that challenge to the Old Guard, is already an important part of the transformation taking place.

The week of June 24-28, 1991, will long be remembered as one important step in the rebirth of our great union. And the rank and file, with TDU as the organized force, has made it possible.



Bill Urman
Local 792 secretary-treasurer
Delegate, Minneapolis
How the IBT allocates its financial resources is an issue delegates must address at the convention. Fiscal reform is essential if we are to advance the cause of our union.

Commissioned by International VPs!

Poll Shows TDU 'Most Favorable' Among Members

"The Teamsters for a Democratic Union (TDU) enjoys a strong favorability rating from union members and arguments which tend to portray the TDU as some sort of fringe group simply do not work very well."

That is not the conclusion of the TDU International Steering Committee, but of a poll taken of a cross-section of Teamsters across North America by the Strategy Group, paid for by the Walter Shea-Dan Ligurotis campaign! The polling summary goes on to admit that TDU has a higher "favorability" rating than any candidate running for International office.

In fact, the favorability rating of Walter Shea, who commissioned the poll, is shown to be lower than that of Ron Carey or R.V. Durham, also. TDU ranked 32%, Ron Carey 21%, R.V. Durham 20%, and Walter Shea 17% in favorable rankings.

The poll results got leaked to several major newspapers, which ran articles indicating how wide open the

race is, and the strength shown by TDU among the rank and file.

Equally important in the poll, however, is that a majority of Teamsters are still unaware or uninvolved in the entire election process. It is these Teamsters that TDU members and other reform-minded Teamsters must reach out to.

"We've said all along that the job of TDU is to transform this union, and the members are the heart of the union. So we have to educate ourselves and reach our fellow members," commented TDU co-chair Mike Savoir of Kansas City Local 41.

Since the poll was commissioned and paid for by the Shea-Ligurotis slate, it naturally portrays their slate and their "message" as the way to go. They claim their message is "back to basics."

If you would like a copy of the summary of poll results, call or write TDU. Free to TDU members, others please include a donation for costs.

Theodus Joins Carey Slate

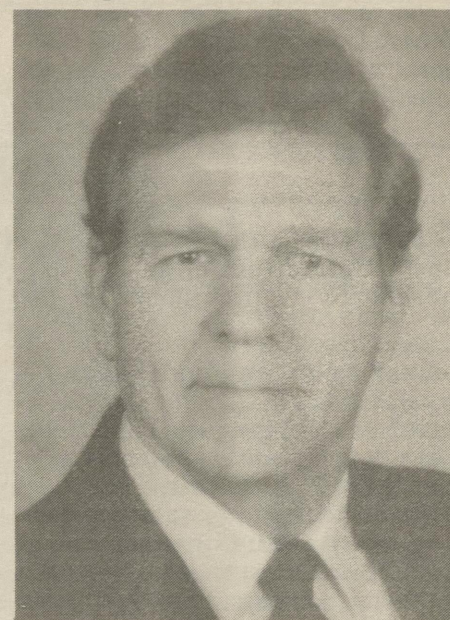
As the IBT Convention nears, the Carey Campaign is preparing to announce additional candidates for IBT office on the Ron Carey Slate. One early announcement from that list is Sam Theodus, the principal officer of Cleveland Local 407. Sam is a candidate for regional vice president in the Central Conference.

After serving during the Korean War as a marine, Sam Theodus began his Teamster career in the early 1950s driving for Norwalk and later for CCC Highway. He became an elected business agent of Local 407 in 1972, serving two terms until he was elected secretary-treasurer in 1978 and president in 1981.

Now in his third term as Local 407 president, Sam is best known for being the delegate to the 1986 IBT Convention who introduced an amendment for the Right to Vote for top IBT officers. While he was jeered and verbally attacked for having the nerve to speak on behalf of the democratic rights of the rank and file, he persisted in his efforts and still champions the Right to Vote.

At the 1986 IBT Convention, Sam also had the courage to run against the corrupt Jackie Presser, despite the fact that Presser's victory was assured by the boot-licking majority of delegates.

Robert Wenger, an elected BA in Local 407, said, "I've known Sam for 25 years as a personal friend and BA. I know him to be honest and above reproach as a union official. He knows the freight contract, the grievance



procedure and the IBT Constitution as well as anyone in this union. He is well qualified to be an International vice president."

Sam Theodus earned his reputation as a tough and progressive trade union leader during some of the toughest times our union has faced. Despite deregulation and the result of companies going under and workers being laid off, Sam made the necessary changes that allowed Local 407 to maintain its financial integrity while organizing a "Food Committee" to help union members through hard times. Today it also helps retirees who are having a hard time making a go of it.

Sam is 60 years old, married, and the father of nine children.

Dropping Like Flies Off Slate ...

Will Durham Have A Quorum Left?

In early April when Weldon Mathis was eased off the Durham-Mathis slate, R.V. Durham stated he would soon announce the replacement running mate, in a week's time. Over a month has passed, and no running mate. Meanwhile, three more slate members have departed or been charged by Investigations Officer Charles Carberry, with more to follow.

Falling Stars

Mike Riley, International VP from Los Angeles, wanted to get that No. 2 spot on the slate. But instead in May he was hit with three charges by Carberry, including covering up corruption by International Rep Earl Bush.

Bobby Sansone, International VP from St. Louis, wanted to get that No. 2 spot on the slate. But Anthony Parrino, the vice president of his Local 682, was just charged with being a member of La Cosa Nostra, and it is widely expected that Sansone will be charged soon.

Meanwhile, Arnie Weinmeister, believed to be the highest paid union official in the world, announced he would drop off the Durham slate and retire at the end of the year. Ben Leal, Weinmeister's brother-in-law, remains on the slate at least for now.

Dan Darrow of Ohio, who with Jackie Presser negotiated the big concessions in the UPS contract during the 1980s, has been charged by Carberry in connection with an old gun battle against Teamster wildcat strikers, so his status on the slate is questionable.

Shea-Durham Dealing

The Durham-(Mathis)-Who? slate and the other establishment slate, headed by Walter Shea and Dan Ligurotis, continue to try to cut a deal to run as a united group. After months of denouncing each other, they are ready to get together if the price is right and enough jobs can be found for their sons and relatives. But as of yet, no deal has been cut. Shea speculates that dealing will continue up till the day of the convention.

The Shea-Ligurotis slate is having trouble getting off the ground, and is also about to be hard-hit by charges. Joe "T" Trerotola, the 83-year-old head of New York Joint Council 16, has just been charged with organized crime connections. Barry Feinstein, another New Yorker on the Shea slate, may face charges as well, and Ligurotis will likely be hit, too. Feinstein, like many of the establishment candidates, constantly brags about how much union funds he spent in court fighting the Consent Order requiring the Right to Vote.

How They Campaign

The two establishment slates (or one, if they combine) have plenty of money and a huge army of union staff to campaign. This is their strength, the

top of the union.

Shea has not campaigned one iota among the rank and file, or even issued one piece of literature to the members. In fact, Shea has never worked as a Teamster, never run for one union office, and never been to a union meeting in his life.

Durham is starting to campaign in various areas, including San Francisco, Kansas City and Boston. In each area there is a \$50- or \$100-a-plate fundraiser for officials and an obligatory visit to a few shops with local officials to shake hands with Teamsters.

Ohio JC 41 Debate

Durham showed up at the first debate of the whole campaign, before Ohio Joint Council 41 officers. Reform candidate Ron Carey spoke along with two of his running mates, Mario Perrucci of New Jersey and Sam Theodus of Cleveland. Durham came with four running mates, but by all accounts, including journalists present, made a poor showing.

One of Durham's running mates, William Hogan Jr. of Chicago, stated at the debate, "I am living proof that nepotism works!" (See box below.)

Carey continues to campaign among the members, and to assemble a leadership team on his reform ticket. Campaign manager Ed Burke told a reporter, "We're on track. The campaign really starts after June when the shoe leather meets the road."

OFF THE CLOCK



"Looks like another one on Durham's slate is facing early retirement."

"Probably won't change his work schedule much."

"I am living proof that nepotism works!"

—William T. Hogan Jr.

Candidate for International office on the R.V. Durham slate
Campaign speech to Joint Council 41 officers
Naples, Fla., April 24, 1991



It sure does work—for the Hogan family.

Below is the 1990 LM-2 report filed with the Department of Labor by Chicago Local 714. The report is signed by William T. Hogan Jr. and James M. Hogan.

The Hogan family took in \$580,853 from one local union in one year. This does not include the car given to William Hogan Sr. on his retirement on Oct. 31, 1990, valued by the local at \$21,901 but with a book value of \$30,233.

William Hogan Jr.'s total 1990 compensation from our union (International, Joint Council 25 and Local 714) was \$240,468.*

Is this what the Durham slate means by "new directions"?

*All figures taken from 1990 LM-2 reports filed with the Department of Labor.

SCHEDULE 9—LIST OF ALL OFFICERS AND DISBURSEMENTS TO OFFICERS

Name (Important: List all persons who held office during the period)	Title	Status	Gross Salary (before taxes and other deductions)	Allowances	Other Direct and Indirect Disbursements Expenses Including Reimbursed Expenses	Other Disbursements	Total
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)
1. WILLIAM T. HOGAN, SR.	ST	P	\$ 214,337	\$ 2,500	\$ 8,316	\$ 0	\$ 225,153
2. WILLIAM T. HOGAN, JR.	ST	N	138,320	3,000	9,050	0	150,370
3. JAMES M. HOGAN	PRS	N	138,320	3,000	11,728	0	153,048
4. ROBERT HOGAN	RS	N	44,400	1,379	6,503	0	52,282

TANK LINE NEWS

Matlack Lockout Enters 7th Week

Members Push for Nationwide Pickets

Don Stone

TDU organizer, Detroit

Channelview, Texas, May 5. Two men, a young boy and a dog "manned" the picket at a closed Matlack terminal whose only occupant was a young, uncaring security guard. Only a few tank trailers dotted the large empty yard. There were no tractors and no traffic going in and out of this once-busy terminal. The picket signs lay on the ground in front of a car with its hood up. Except for the dog playing with the boy and barking occasionally at the movement of the guard, all was still ... ghostly still.

An eerie feeling came over me as we

approached the two men. I have witnessed similar conditions of pickets many times before. The demoralization and depression in the faces of these two men were the same expressions I've seen anywhere a strike or lockout goes on and on without having any effect on the company.

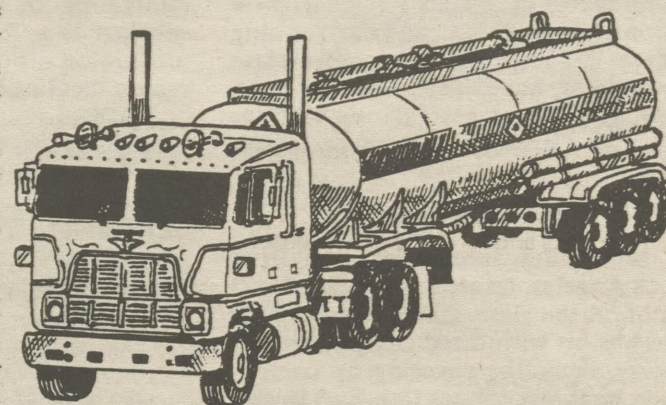
The lockout at Matlack Inc. in Texas, Louisiana and across the South is now over six weeks old. Day after day the pickets stand at closed terminals while Matlack runs the traffic around them with drivers from their non-union, double-breasted carrier ATS and union drivers from the North who are under separate contracts.

Matlack instructs the union drivers from these areas not to go near the locked-out terminals, telling them these facilities are closed or some other lie to try to keep from them that a labor dispute is going on.

The pickets I spoke with in Channelview and in Louisiana all were anxious and angry at the current situation. A flyer was being distributed widely by the pickets calling for Mitchel Ledet, chief negotiator for the southern tank haulers, to take the pickets on the road and picket Matlack's major terminals around the country. The flyer insisted that our union take strong measures against Matlack for the company's apparent union-busting tactics.

It seems to have had an effect be-

cause on May 14 the union warned Matlack that the pickets would go national if the company did not soften on



its demand for the acceptance of an inferior company insurance plan. (Matlack Teamsters currently have the Central States C-6 plan.) Saving the C-6 plan is essential, but the union's warning indicates that Ledet and other officials still see this as a single-

continued on page 11

Letter from IBT VP Ledet to Convoy Dispatch



GENERAL TRUCK DRIVERS, CHAUFFEURS, WAREHOUSEMEN
AND HELPERS LOCAL UNION NO. 270

Affiliated with
International Brotherhood of Teamsters, Chauffeurs, Warehousemen
and Helpers of America

2207 ROYAL STREET • 945-3152-55 • 701 ELYSIAN FIELDS AVENUE

NEW ORLEANS, LA. 70117

MITCHEL LEDET
President

April 12, 1991

NOLEN J. LeBLANC, SR.
Secretary-Treasurer

Editor
Convoy Dispatch
P.O. Box 10128
Detroit, Michigan 48210

Dear Sir:

A copy of the article appearing in your latest issue by Don Stone entitled "Matlack Teamsters Reject Final Offer" was brought to my attention recently by a Matlack member.

After reading this article I could not believe that you would print what amounts to not only gross distortions, but out and out lies about the meeting with the Matlack members in Louisiana, and my position with regards to the Matlack negotiations.

But then again, you are quoting Mr. Allen Hall, a member who works for Matlack but does not even bother to attend union meetings to know what is going on.

Herewith is the TRUTH, if you care to print it.

Throughout the article Mr. Hall is quoted as being concerned as to what I might do as Chairman of the Union Negotiating Committee with regards to this negotiation and expresses his concern for the members employed by Matlack.

Well, let me tell you just how concerned Mr. Hall is for his fellow members at Matlack:

1. A meeting to take proposals from the employees of Matlack was held on December 15th, 1990. Mr. Hall did not attend this meeting choosing instead to accept a dispatch out of town. (Note: He chose to take dispatch, he was not forced.)

2. On March 10th another meeting was held with all employees of Matlack for the purpose of explaining the company's offer and to take a strike vote. Again, Mr. Hall did not attend this meeting. Even though an agreement was made with Matlack that no driver would be dispatched until after the meeting unless they chose otherwise, Mr. Hall requested a dispatch knowing he would not be able to attend the meeting.

3. On April 7th another meeting was held to explain to the drivers the company's final offer and to take a final vote. Again, Mr. Hall chose to take a dispatch, knowing he could not attend the meeting, even though the company agreed to allow all drivers who wanted to not to accept the dispatch. (Note: Some drivers attended the meeting with their rigs on their way out of town.)

4. Unfortunately, we were unable to come to terms for a new contract and at the direction of the members involved, a strike was called and commenced on Thursday, April 11, 1991. Again, Mr. Hall was nowhere to be found.

Your article contains quote after quote by Mr. Hall of what transpired at the meetings and in the negotiations yet, he has not bothered to attend any of these meetings by his own choice but has the audacity to presume to tell his fellow workers what is good for them.

The drivers of Matlack finally found out what Mr. Hall is made of ... a lot of wind, a lot of talk and NO ACTION. When the going gets tough, Mr. Hall does what he does best ... he takes a powder.

Your article extensively quoted Mr. Allen Hall about the meetings held for the Matlack drivers even though he did not even bother to attend these meetings. In fairness to the hundreds of Teamsters employed by Matlack, I request that you print this reply from one who not only attended these meetings, but conducted them.

Very truly yours,

Mitchel Ledet

President of Local 270

Chairman of Southern Conference Tank Line Negotiating Committee

Teamsters Voting on 2nd Offer At Chemical Leaman in South

As the Matlack lockout drags on, Chemical Leaman Teamsters on May 19 began voting on a second proposal virtually identical to the first, including 20-cent hourly and 1/2-cent mileage increases each of three years, a delay rate of \$9.21, a signing bonus of \$500, and an early retirement incentive of \$5,000 cash less the bonus. The first proposal was rejected overwhelmingly.

At press time, members in Houston Local 988 had rejected the second offer 56 to 42. New Orleans Local 270, headed by International VP and chief tank-haul negotiator Mitchel Ledet, had approved the second offer 51-8. Voting was continuing at smaller terminals in the jurisdiction of Atlanta Local 528 and Memphis Local 667.

There is great controversy about the right of many of the owner-operators to vote on the contract, as most are not union members but pay a monthly fee, not actual union dues. A motion to stop such owner-operators from voting was approved in Houston. In Local 270, union members say Ledet allowed them to vote.

The issue is critical as only limited language pertains to the owner-operators in the contract. They have their own lease agreements signed with the company. Both the company and Ledet used the non-union owner-operators in 1988 to dilute the "No" vote on a weak contract among the union drivers employed by the company. The concern is that a similar scenario is being played out now.

Response to Ledet Letter

Allen C. Hall

Local 270, Matlack

Denham Springs, La.

In response to Mr. Ledet's letter, I will only defend myself briefly.

1. People who work under the Southern Tank Haul Agreement who are low on the seniority board have no choice on loads. Mr. Ledet must not have read our contract and dispatch procedure.

2. My activities are known to my fellow workers. You will have to ask them how active I am. That's not for Mr. Ledet or me to judge.

Mr. Ledet might concern himself more with the members' welfare instead of propagandizing and taking pot shots at members who have legitimate disagreements with him.

The practice of grandstanding has nothing to do with running a local or being an IBT vice president.

I think he's being childish, or at the least is worried about the December IBT elections and needs to attack a member to build his image.

P.S.: Matlack Teamsters have indicated support for contract proposals originally written by steward Carl Crain, and so rank-and-file contract flyers have come to support the "Carl Crain Proposal."

Mr. Ledet, Brother Crain had nothing to do with his name being used in these flyers. A Southern gentleman should know his facts before phoning a good member with accusations.

CARHAUL NEWS

Ryder Systems' War on Carhaulers Will Harm General Motors

We are Teamster rank and file automobile transporters (carhaulers). Our futures, like yours, are tied to the health of the automobile industry. Our nationwide carhaul contract expires May 31. Then, or in the next few months, we may be forced out on strike, provoked by Ryder Systems management which is leading all carhaul carriers in a hopeless and damaging war to destroy our union.

This serious miscalculation by Ryder could delay a recovery of sales, harm (perhaps permanently) the name of Saturn, and result in nothing but losses for our employers and for General Motors.

In 1988, carhaul Teamsters rejected by over 70% a contract recommended by our union officers. We advocated a return to the bargaining table and got an agreement without a strike, only to see it repeatedly broken since then.

Last year Ryder Systems Carhaul Division President Terry Russell announced in *Transport Topics* that all new Ryder facilities would be opened "non-Teamster." This year, Russell boasted that Ryder had the Teamsters union just where he wanted them. These claims are out of touch with reality and reckless. You as GM stockholders, formally or informally, have the ability to convey your concerns about this situation to GM management.

In February, Ryder, using its Quality Auto Transport (QAT) subsidiary, threw out nearly 300 long-time drivers at Doraville and Lakewood, Georgia. Ryder has also chosen QAT to move cars out of the Saturn plant at Spring Hill, Tenn., and two other locations so far.

QAT's drivers are "leased" out of Cleveland and are "represented" by unaffiliated Local "707" in Chicago, which makes the worst of the Teamsters look tame. In a recent mob dispute, one of 707's leaders survived a car bomb explosion, but had his hat fused to his scalp.

Anyone doubting the character of Ryder's new sweetheart union can call the Chicago Crime Commission at (312) 372-0101 or read the *Las Vegas Review Journal's* March 9, 1981 article.

We still hope Ryder and GM will see the light. But for now, make no mistake—Ryder has declared war. Our union was born in a depression. We may have to save it in a recession. The overwhelming portion of carhaul is Teamster, and Ryder is wrong if they think one union man or woman will cross our line.

You can help see it does not come to that.

**Carhaulers Coordinating Committee
of
Teamsters for a Democratic Union**

For more information, call (718) 852-9230

Union Calls for Strike Votes As Rank and File Leaflet GM

The above leaflet was prepared to distribute to hundreds of General Motors stockholders as they enter the GM stockholders meeting on May 24 in Nashville, Tenn. At press time, rank-and-file Teamster carhaulers were preparing to gather in Nashville to let the stockholders know that a carhaul strike against Ryder Systems Inc. is not in GM's interest.

The carhaulers decided to target the stockholders because they know GM can help to prevent a strike if it wants to use its influence. All it has to do is tell Ryder to quit using double-breasted operations like Quality Auto Transport (QAT). The stockholders were scheduled to meet in the morning, then tour the Saturn plant in Spring Hill, which is hauled by QAT.

Reports from the bargaining table indicate that all of the carriers would agree to severely limit double-breasting in order to avoid a strike—all car-

riers, that is, except for Ryder. The union has called for strike votes to be taken in each local in response to Ryder's hard line.

Negotiations resume on May 28-29. A June 1 strike is unlikely. It is more likely that the contract will be extended and negotiations continued into early June.

Contract Bulletin Soon

A TDU Contract Bulletin will be published soon with more details about negotiations as they are known. If you haven't been receiving the bulletins at your terminal, contact TDU at (313) 842-2600.

This is the year to defend our contract. Unless we do it now, more and more of carhaul will end up non-union, like the freight industry. Our union must take decisive action now. One option, a selective strike against Ryder, would cripple its operations.

Carhaul News

Help to Police QAT at Spring Hill.

Our union has made it clear that no loads are to be pulled out of the Spring Hill, Tenn., Saturn plant except at full rate. The plant is covered by the non-Teamster QAT subsidiary of Ryder. Sad to say some cheating is going on that must be policed and stopped. Your local has the right to obtain the pay stubs covering every load pulled out of Spring Hill. Your BA should forward them to the International union in Washington. If this has not been done, you should demand to know why. For people pulling cut rates out of Spring Hill, you are taking short-range money for long-range loss and hurting everyone in the process.

Port Newark NuCar Grievance.

Port Newark NuCar owner-operators get the same pay for hauling similar loads to New Jersey destinations and to New York City dealers. The only problem is there is no way to get to New York City without paying huge bridge tolls. Eastern Conference Article 49 Section 5 says the company agrees to pay all road and bridge tolls when routed by the employer. The contract seems clear and so does common sense. But the Eastern Conference grievance committee has been bouncing this case, and the grievant and steward, from one panel to another for over a year. When Charles Fagan presented the case for NuCar in April 1990, he claimed, "When computer payments came into effect, the single-factor rate was put into effect." Do you suppose that's what they mean by computer fraud?

QAT Loading Backhauls at Honda Plant.

At Honda's Marysville, Ohio, plant, two Quality Auto Transport trucks recently pulled into the yard to load backhauls into the Memphis area. Now both Cassens and CCI haul plenty of off-rail loads out of Marysville, so it's just wishful thinking to say this doesn't affect our union. The CCI steward knew that and so told the QAT men to hit the road. Honda owns the property and told the steward he was banned for a week. We're glad to say the brother has kept on working. We're sorry to say this kind of situation is loaded with legal complications. And we're glad we have a chance to get it cleared up once and for all in the contract we are negotiating right now.

Too Much Coverage on Ryder?

Members at other carriers have complained we've been hitting so hard on Ryder lately it might get their terminal manager feeling like a softie. Two comments. We do feel Ryder, with 40% of the market, is the leader in double-breasting and is also most vulnerable to a union counterattack. But we'll try to even things out some. The other part is we get many of our stories from you—at Allied, Jack Cooper, Leaseway and others. So stay in touch! Contact our New York or Detroit offices.

Matlack Lockout Enters 7th Week

continued from page 10

issue dispute. The members, however, expect to improve conditions—not just hold onto what they already had—including hourly increases, the definition of tour of duty, expense money and layover pay, an end to the splitting of unload pay on sleeper teams, and a 60-hour week so they can spend time with their families.

Teamster leaders from all the conferences are expected to meet later this month to discuss backing up their warning with action.

Rank and file involvement is the key to any strike or any union activity. At Matlack in the South this is especially true. The two men on the picket in Texas and many others I met with in Louisiana all know what it takes to bring Matlack back to negotiations. Apparently they have gotten the message across to our union, too! They all are willing and able to do what it takes by packing their bags and taking it on

the road!

Southern Matlack Teamsters have broadened their network of communications by reaching out to Matlack Teamsters in the northern states. These sympathetic members have gotten involved by phoning top Teamster officials in the South and Washington demanding direct action. Matlack contracts are due to expire in other parts of the country and these members realize they are next.

What is needed, of course, is a national tank agreement. The divide-and-conquer tactics of employers is as old as dinosaur dung. Yet, they have been triumphant in doing just that in tank haul. Strong union leadership along with an active membership, such as the ones at Matlack, are what it takes to win strikes or lockouts. Our union leaders need only to look to the United Mine Workers and the Pittston strike to see what this combination can accomplish.

INDUSTRIAL, LOCAL CONTRACT NEWS

Local 1196, Anderson-Tully, Vicksburg, Miss.

TDUers Win Arbitration, Return to Work

When the workers at Anderson-Tully lumber mill in Vicksburg, Miss., voted to leave the International Woodworkers of America and join Teamsters Local 1196 in 1986, they had high hopes of gaining better protections both on the job and in the union. Little did they know that from day one of their affiliation with the IBT, they would find themselves struggling with their union to get any help in dealing with the regular threats and harassment from the company.

A leader of the Anderson-Tully workers, Alfred Daniel, was illegally kicked out of the union by Local 1196 President Sidney Chism, and Chism went back on his word of allowing the workers at Anderson-Tully to elect their shop stewards. (See *Convoy Dispatch* #91.)

Workers at Anderson-Tully had a history of fighting for their rights, and they weren't going to stop now. They called TDU and a meeting was set up in Vicksburg. Immediately nearly 50 Anderson-Tully workers signed up as TDU members. But since they were fighting both the company and their union, there were bound to be some casualties. In December 1989, three TDU leaders were fired from their jobs, beginning a 16-month battle to get their cases to arbitration.

Finally, after having their arbitration hearing postponed three times, TDU members Mannish Ford and Sammy Wilkerson were reinstated to their jobs. The termination of a third worker, Robert Stewart, was upheld.

TDU leaders at Anderson-Tully feel the arbitration decision was unfair, but see the reinstatements of Wilkerson and Ford as an opportunity to rebuild rank and file strength.

The terminations resulted from an incident that took place on Dec. 14, 1989. According to Ford, Wilkerson and Stewart, a company supervisor was seeking people to work overtime, but refused to accept Stewart even though he volunteered and had seniority. Four days later, Stewart filed a grievance for back pay.

Stewart pursued his grievance, and enlisted Ford and Wilkerson as witnesses to the incident. R.W. Phillips,

director of industrial relations, conducted an investigation and decided that not only had the supervisor offered Stewart the overtime and he refused, but Stewart, Ford and Wilkerson were attempting to "steal time" from the company. As a result, Phillips suspended and subsequently fired all of them for "repeatedly giving false and misleading information to a member of management" as part of an effort to "steal" money.

A fourth worker, who was initially suspended with the other three for the same offense, recanted his testimony and was reinstated by the company. Stewart, Ford and Wilkerson all filed grievances over their discharges on Jan. 26, 1990. Their arbitration was not heard until Feb. 26, 1991.

At issue here was not simply the question of whether Stewart, Ford and Wilkerson were being truthful in their testimony. The union argued in the arbitration that the company was retaliating against Stewart and Wilkerson because they had both collected on similar grievances in the past. The union also argued that the company had to prove that conflicting testimony was anything more than legitimate differences of opinion, rather than an attempt to steal money.

Most importantly, the union argued that "disciplining an employee for participating in the grievance process violates the National Labor Relations Act" because it is legally protected activity.

But the arbitrator accepted the company's argument that the discharged workers had "willfully" lied in an effort to steal money, and ruled that such "willful" dishonesty does not constitute protected activity.

While he agreed the employees were deserving of discipline, the arbitrator disagreed that they all deserved to be terminated. He upheld Stewart's termination but decided that Ford and Wilkerson should not have been fired. He reinstated them both with back pay retroactive to June 22, 1990.

Alfred Daniel helped the three discharged workers prepare for their arbitration case. "I basically feel that the

arbitration award was unfair. The company's pattern of discipline in the past has been to suspend people for three days or 10 days, something like that."

By only awarding back pay retroactive to June 22, 1990, the arbitrator effectively sanctioned a six-month suspension for Ford and Wilkerson.

However, Daniel saw the partial victory as an opening to begin organizing on the shop floor. "We will begin serious efforts shortly to build our TDU chapter and membership and continue our fight for fair representation on the job. In this case, as usual, the union dragged it out. In preparing their case, the grievants had to demand from the union evidence that the union already had access to: pulling other employees' files, demonstrating patterns of discipline, getting copies of work rules, and even getting the case to arbitration in the first place. We had to file labor board charges against the union to get it done. The union refused to take action to force the company to agree to a speedy hearing."

Wilkerson also is critical of the role the union leadership played in his case. "Job steward Chris Drapers testified against us at our unemployment

Chicago Local 743

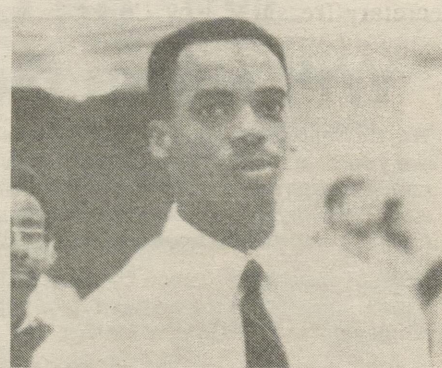
Central States Fund Workers Approve Contract After Rejecting 2 Previous Offers

The tried and true method of "vote till you get it right" has prevailed once again in the Teamsters union. But this time, it wasn't a company trying to ram a contract down the workers' throats—it was a union pension fund.

After rejecting two previous contract offers, employees of the Central States Pension Fund ratified a contract on May 17 by a vote of 325 to 120. Ronald Kubalanza, executive director of the fund, forced the ratification by acting as intimidating and threatening to his workers as any boss. Kubalanza told fund workers that if they went on strike, they would be locked out of the building, would be allowed nowhere near the facility, and that he would contract-out their work to Blue Cross/Blue Shield, which is non-union.

A week earlier, employees of the fund had voted 344 to 91 to strike if the fund did not offer a better contract settlement. The approximately 500 employees, who are predominantly clerical and office workers, are represented by Teamster Local 743 in Chicago. Local 743 President Robert Simpson is an International trustee and a candidate for International VP on the R.V. Durham slate.

The fund workers rejected a first contract offer of a 2% wage increase in the first year, and 1% increases in the second and third years. The 1% increases were tied to inflation, meaning that workers would not have



Sammy Wilkerson, Local 1196.

received even the 1% increase if inflation didn't exceed 6%. As one worker put it, "We would have to be losing 6% in order to get 1% back."

The second offer, which led to another rejection and strike authorization, equalled 4% in the first year and 3% in the second and third years. The third offer, which was ratified, was basically a repeat of the second.

Representing the Central States fund in negotiations were Kubalanza, Robert Warner, director of financial services, and William Nellis, secretary to the board of trustees. According to one worker, "They played games with us. They told us there may be layoffs, even though they should be hiring more people. They told us the fund is in bad shape, which it isn't. People are really fed up with the lies. They have already destroyed the morale of the workforce."

"In 1989 they told us that the fund was in bad shape and was losing participants. It turned out that they were lying then too, but we cooperated and accepted a one-year extension of our contract, which included a one-year wage freeze."

Employees now felt that they deserved substantial increases to make up for past backsliding. Exacerbating the workers' frustration are the size of the salaries of Kubalanza, Warner and Nellis, all of whom earn well over \$100,000 a year.

Support Local 138 Strike at White Rose

The strike against White Rose Foods, a New York grocery wholesaler, is entering its fourth month. When Local 138 members rejected corporate raider Arthur Goldberg's demands for massive takeaways, Goldberg shifted the Local 138 members' work at Long Island to his Federated warehouse in New Jersey. Pickets are posted at both facilities.

Local 138 is leafletting grocery stores supplied by White Rose, asking consumers not to shop at those retailers until the dispute is resolved.

One leaflet describes the struggle: *Local 138 is in a bitter labor strike with*

White Rose Food Corporation of Farmingdale, L.I. The Corporate Dracula, A. Goldberg, has in the past drained corporate firms and destroyed many families for his own self greed. Brother members of Local 138 are on the battlefield for the labor movement. Our families are at a serious financial disadvantage while Dracula is profiting hand over fist at the sacrifice of Local 138.

The targeted retailers include: Scaturro Supermarkets, Associated Food Stores, Meat Farms, Met Food Stores, Trunz, Consumers/Big R Supermarkets, Kings Supermarkets, Pioneer Supermarkets and Gristedes.

LOCAL UNION NEWS

Idaho Locals 483, 670

Boise Members Form TDU Chapter

During a heated discussion at the Local 483 union hall in Boise, Idaho, Secretary-Treasurer Roy Corson was peppered with questions by three members wearing TDU buttons.

"How are you going to vote at the convention? How do we know you're going to represent the views of the membership?" they asked.

Replied Corson, "If I vote the way you guys want me to vote they'll take me out to the parking lot and beat me up. How dumb do you think I am? I'm going to vote the way THEY tell me to vote." A real pillar of strength, this guy.

So it's little wonder that the members of Local 483, along with some friends in Local 670, decided it was time to get organized and fight back. Confronted with a principal officer who quakes in terror at the prospect of displeasing Teamster big shots while daring to replace any steward who actually tries to fight for the membership, they felt they had no choice. They called TDU.

Two TDU meetings were set up in March and members from Local 483, mostly from Yellow Freight, attended, as well as Local 670 members from CF, ABF and Roadway. They were addressed by TDU organizer Bob Machado from Detroit and TDU members J.B. McCallister of Denver and Rae Cangelosi of Salt Lake City.

Interest in the Teamster reform

movement was so high and questions so plentiful that TDU abandoned its usual policy of a two-hour limit on meetings. Friday's meeting lasted three hours and Saturday's four hours. No one left early.

TDU on the Move

After the meetings, Boise Teamsters continued to discuss the problems of their locals and decided the only solution was to form a local TDU chapter, elect a steering committee and begin the process of organizing and reaching out to the other barns in their locals. They resolved to either force their local leadership to do their jobs or replace them in the next election.

All of this started when a member of Local 670 ran across an issue of *Convoy Dispatch*. Dissatisfied with his business agent, he called TDU for help. Working with the national office of TDU, he was soon successful in getting his worthless BA replaced.

Delighted with his success, he told Kerry Douglas, the Local 483 steward at Yellow (since replaced by Corson), about TDU. Kerry, too, called TDU. He also joined and signed up more than 20 of his co-workers in the process. So as you read this issue of *Convoy Dispatch*, don't keep it to yourself. Order more. Distribute them widely. That's how the reform movement is spread.

Local 401, Wilkes-Barre, Pa.

Retirees Show Teamster Pride

"It is repugnant for the retirees to engage in a public fight with the union they helped to build," said Stanley Davis, secretary of the Teamster Retirees Local 401, "but we are very determined to maintain the fairness and equal treatment that was the hallmark of Teamster Local 401 when we were in the active workforce."

Convoy Dispatch reported in March 1990 that the Wilkes-Barre retirees were fighting against a 1989 increase in death-benefit assessments that raised retirees' monthly costs from \$3 to \$8 while leaving active Teamsters at \$3. The death benefit pays \$2,000 to a Teamster's family, and the executive board had claimed that annual shortfalls in the fund required the increases.

"Although the three top officers refused to run for re-election, they had their hand-picked men put into office on January 1," continued Brother Davis. "The situation has remained the same. The shame of all this is ... only 57 men were present, out of a membership of 2,200, when the assessment was changed."

Retirees have no vote in local union affairs and are therefore an easy target. But these retirees were not cut out to be victims. "Of the 200 retirees who have chosen to become active in our club, we've got the ones who built this union," explained TDUer Dave

Richards, club president. "The only thing we are interested in is that everyone be treated equally, that they pay the same monthly assessment and get exactly the same death benefit."

The retirees have left no stone unturned in their efforts to correct this injustice. They have appealed to the local, to Pennsylvania Conference of Teamsters head Johnny Morris, and to the International. They have picketed at the county courthouse and at the Local 401 union hall. They are considering picketing at business agents' homes. The retirees have also engaged the services of an attorney who is considering a class-action suit on their behalf. Still, they are uncomfortable having to fight their own union.

"We do more than engage in 'union combat,'" said Davis. "Our membership and their wives contributed to the 'Yellow Ribbon' program to help the families of our troops in the Persian Gulf. Each month they contribute to the St. Mary's of the Maternity food bank to help local people more needy than ourselves."

The retirees have told their local leadership that they want to get this battle behind them so they can spend their time helping the local on picket lines and in organizing drives. "We are alert, we are growing, and we still have the Teamster 'pride,' and the passion to fight for our rights," said Davis.

Steve Baudo
Local 344 delegate, UPS
Milwaukee

I will be at the IBT Convention as a delegate to help reform the Teamsters union. On each issue that comes up I will ask myself will this benefit the majority of working Teamsters, or will this benefit the select few at the top. All my votes will be cast for the majority of working Teamsters. I look forward to working with other reform delegates at this historic convention to bring about democratic changes that are long overdue in our union.



Local 493, New London, Conn.

Judge Hammers 'Winking' Officials

Federal Judge David Edelstein in early May hammered officials of New London, Conn., Local 493, who thought they could sneak out of a settlement they had made with the court-appointed Investigations Officer.

Local 493 Secretary-Treasurer Ken Morrill, President Frank Scopino and the rest of the executive board had been charged with paying a total of \$107,000 in "severance benefits" and gifts to the outgoing secretary-treasurer.

To avoid taking the oath in a hearing, they agreed to repay \$65,000 and to recommend and support a new local union bylaw limiting severance and eliminating \$1 cars and gifts over \$150.

But when it came to recommending the bylaw change, they "winked," suggesting that people could vote against it. At the final meeting they brought in the local's attorney, who viciously attacked the bylaws change, the judge and the whole investigation. Burt

Rosenberg of Zolot & Rosenberg had been considered one of the top labor lawyers in the state.

When newly elected convention delegate John Sarantopolous and TDU member Don Villa saw this performance they contacted the investigations officer and were quickly summoned to appear before Judge David Edelstein, who is in charge of the entire consent decree.

Edelstein ordered the officials personally to pay the government's costs for bringing the contempt action (\$12,500); to reimburse the local for Rosenberg's fees for his actions; and to hold a revote by secret mail ballot on the bylaws change. The previous vote had not been secret. Along with the ballot will be a letter from the local admitting guilt for their previous conduct.

The local also must cut its ties with Zolot & Rosenberg and reimburse the lost wages and expenses of the members who brought the action.

N.J. Local 641

Can Yellow Freight Do Right Thing?

The U.S. Court of Appeals for the 3rd Circuit has ordered Yellow Freight to reinstate and "make whole" New Jersey Yellow employee Lonnie Bedell. Bedell had aided a co-worker who was being sexually harassed by management and the NLRB found that he was harassed and fired in retaliation for that. The appeals court orders enforcement of the NLRB ruling.

In 1986 Bedell did what any good union member, or person, would do. After seeing a clerical worker upset over sexual harassment, Bedell asked his steward to speak to the boss, Kenny Dore. After Dore and Local 641 brushed the matter aside, Bedell helped his co-worker file a complaint with the EEOC and filled out an affidavit himself. The clerical worker was fired in 1986 and by 1988 so was Bedell, allegedly for assaulting a supervisor 20 years younger and 90 pounds heavier.

Unfortunately, Local 641 played a

poor role in this, forcing Bedell onto withdrawal card even though he was seeking work and pursuing his case. In 1990 the Department of Labor upheld an important principle when it ordered a rerun of a local union election, because Bedell had offered to pay his dues, but had been turned down and declared ineligible.

During this same time, Local 641's executive board spent thousands of dollars opposing an investigation into the local's finances. When this failed, the local's long-time head Gerolimo Musso resigned after being charged with liquidating and collecting money from a special local officers-only pension plan and with hiring as an organizer a notorious associate of organized crime.

The process of reform has begun in Local 641. There will be a campaign for our top IBT officers, more stewards elections and a local union election in 1992. The first small steps toward reform are now being taken.

STEWARDS CORNER

Equality Principle Protects Stewards

Special Status of Union Stewards

Similar situations to the following are often cited by members and stewards. A steward is representing another Teamster employee during an interrogation meeting that could lead to discipline. Manager Mr. Hardguy wants to ask all the questions, he's got the employee on the defensive, his interrogation is aggressive and assumes the employee's guilt. The steward tries to get in a question of his own regarding the credibility of Hardguy's information against the employee, but Hardguy tells him to shut up.

The steward tries again to ask a question, Hardguy stands up and points at the steward over his desk as he yells, "I told you to shut up! Your job is to sit there and keep your damn mouth shut!"

The steward's had enough and is not about to let Hardguy walk all over the employee. He stands up, points at Hardguy and yells, "No, you shut up. It's my turn to ask some questions!"

Does the steward face discipline for his aggressive behavior? Not legally. While acting in his official capacity as steward, he is an equal of management. His representation of the employee is protected activity under the National Labor Relations Act and is part of the collective bargaining process.

"The relationship at a grievance meeting is not a 'master-servant' relationship but a relationship between company advocates on one side and union advocates on the other side,

engaged as equal opposing parties in litigation," the NLRB stated in one decision.

Such a confrontation as the one described here is not the desired method of dealing with management. But the point is, as steward, you are not in the usual subservient role you must play as an employee.

When Am I Protected?

You are protected as an equal to management when you are acting in your official capacity as steward: while investigating and presenting grievances, requesting information from the company, and other related activities. You are not protected under this "equality principle" when you are performing your individual duties as an employee, or discussing your own work assignment or performance, even though you are the steward. (But you do have the right to be represented by another steward.)

For example, during a meeting over a grievance, tempers flare on both sides. Management decides to adjourn the meeting and orders you, as steward, to immediately return to work. You feel management is cutting you off in the middle of a point you've been trying to make, so you continue to make your argument. Can you be disciplined for insubordination?

Not necessarily. The NLRB ruled in one case that it is reasonable to expect a brief cooling off period. However, if a steward refuses repeated back-to-

work orders, discipline may result.

What Are My Limits?

Stewards may raise their voices, gesture, use forceful expressions, threaten legal or on-the-job actions and even, within limits, use strong language and profanity. In one case, for example, it was ruled permissible for the steward to have called management a "stupid ass." But this is not an open license. The employer can discipline a steward for "outrageous" or "indefensible" conduct such as unprovoked profanity, racial slurs, physical threats and violence; and for disobeying reasonable directions, violating work rules, encouraging slowdowns, or encouraging illegal strikes.

Keep in mind that once the meeting with management is concluded and you are back on the clock, you will be held accountable to the same stand-

ards of conduct as every other employee. You might feel tempted to continue to go at management, but you will not be protected by the equality principle.

The steward in many ways is the most important position in the union, as he or she is the link between the shop floor and the local union. The steward's equality to management while representing bargaining unit employees is essential to the strength of that link. Without it, rank and file activity on the shop floor would be chilled and the collective bargaining process between the union and the employer would cease to be between two equal parties.

Attorney Robert M. Schwartz's book "The Legal Rights of Union Stewards" was a resource for this article and is available from TDU. For more information on your legal rights, contact TDU.

Western Organizer Retires

Thanks, Doug!

Gerald Moerler
Local 63, Von's Grocery
Los Angeles

As I sat listening to our Local 63 president ramble on again at our last union meeting about how splinter groups and radical factions within the Teamsters union were destroying our strength and unity, I began to wonder who these "destructive" groups really are. After all, a poll conducted by the meeting's guest speaker showed some fascinating results.

That poll was conducted by a candidate who is testing his chances against Ron Carey in the International officer elections this winter. His results showed, as could be expected, that he was ahead of Carey by a few percentage points. But far more interesting was the faction chosen by the largest number of respondents—TDU. It becomes clearer every day that Teamsters are ready for a democratic union. We want change!

As the speeches continued about how our top officers would be able to attain pension improvements for us by year end, including 30-and-out, I felt a great sense of pride. Regardless of who tries to take credit, it is people like Doug Allan and other hard-working TDUs and supporters along with their candidate for IBT president, Ron Carey, who are making this a reality. We should all take a moment to pat ourselves on the back.

We should also take time to thank Doug Allan for his years of tireless service to all Teamsters as he is retiring as TDU Western organizer. We're going to miss Doug terribly, although we know that cigar smoke will occasionally drift back into our meetings as he returns to check up on our work. Letters to Doug can be sent to P.O. Box 7445, LaVerne, Calif. 91750. (Remind him to cut down on those cigars.)

TDU Meets

ATLANTA

Saturday, June 1—7:30 p.m.
College Park Fire Dept.
Sullivan Road, College Park, Ga.

EAST BAY CHAPTER

Saturday, June 1
Call: (415) 653-3865
Oakland, Calif.

FOX VALLEY CHAPTER

Sunday, July 21—11 a.m.
41 Bowl
Highways 41 and 125, behind Big Boy
Appleton, Wis.

JANESVILLE

Saturday, July 20—9:30 a.m.
Theodore's/Janesville Motor Lodge
Symposium Room
3900 Milton Ave., Janesville, Wis.

KNOXVILLE

Sunday, July 14—3 p.m.
Quality Inn/Cherry Tree Inn
I-40 at Cherry Street, Knoxville, Tenn.

MEMPHIS

Tuesday, June 4—7 p.m.
Shoney's Restaurant
Elvis Presley Blvd. & Winchester Rd.

MERIDIAN

Sunday, June 9—4 p.m.
Holiday Inn South
Highway 45 and I-20
Meridian, Miss.

MILWAUKEE

Saturday, July 20—2 p.m.
Security Savings and Loan
76th and Layton

MINNEAPOLIS-ST. PAUL

Sunday, July 14—1:30 p.m.
Trustee Dining Room
Kagin Dining Commons
Macalester College
Corner of Snelling and Grand Ave.
St. Paul

PHOENIX

Saturday, July 20—3 p.m.
9043 N. 36th Dr.
(602) 841-5975

SAN FRANCISCO

Saturday, June 8—10 a.m.-noon
Potrero Hill Neighborhood House
953 DeHaro St. at Southern Hts. Ave.

VICKSBURG, MISS.

Saturday, June 8—4 p.m.
Call: (313) 842-2600

Local 600 Bylaws Now Protect Stewards

Sarah Bequette

TDU Steering Committee
Local 600 spouse, St. Louis

Interesting events have been taking place in St. Louis Local 600. One can only wonder at some and marvel at others. Marvel we will at the gratifying results of the Local 600 delegate election, where the Ron Carey YOUR SLATE won four of the five delegate positions and both alternates.

Wonder, we will, as to why one delegate candidate, Ray Follis, who ran as an independent candidate supporting Ron Carey but lost, was removed immediately after the election from his Local 600 sergeant-at-arms position. The rumor is that because he ran as an independent, the 200-plus votes he garnered were considered "stolen" from the incumbent slate, which lost handily.

Follis was removed as sergeant-at-arms by the same local officials who recently openly accused Judge Edelstein of taking democracy from the Teamsters by overseeing the election process and ordering precautions to ensure fair procedures at the IBT Convention in June. One may give the action of local officials the benefit of the doubt had it not been for another action—removing John Sabourin (elected delegate on the YOUR

SLATE) as chair of the Local 600 golf committee. Sabourin and Follis have both been on very cordial terms with Local 600 officers, are well respected by the members and are notably reform-minded.

TDU on the Move

It was a victory at last, on the third annual try, to change the wording of Local 600 bylaws concerning the election of stewards. Various stewards over the years have been removed from their positions after having disagreed or had altercations with their BAs. Dennis Skelton, elected delegate on the YOUR SLATE, was removed as steward at Yellow Freight immediately after running for office in the local's 1989 officers election.

The problem was with the bylaw wording that provided that stewards must have the approval of the executive board when elected. Rumors are that a couple of BAs spoke against removal of the wording at the executive board meeting, but supported it at the regular membership meeting. Regardless, the amendment removing the wording was passed in April after proper presentation at the January meeting and two consecutive readings, as required in the bylaws.

LETTERS FROM OUR MEMBERS

Use Right to Vote To Benefit Members

I share with each of you the need to reform this great union. We have what may be the only opportunity to set our union back on the tracks it was intended to run on. What we do and how we do it will demonstrate to the members just how capable and determined we are to change what's wrong. They are watching. They are concerned.

Through the efforts of members such as yourselves, we now have the right to vote. We can never go back. But with this right we should be able to provide the rank and file with something more personal and more communicable. We should provide them with hope: the hope that we won't have to accept things as they are, but can change them to what we want them to be. We have to give them the feeling that they can correct injustices and they do not have to accept corruption.

Today we have the right to vote on our congressmen. We have the right to vote on our president. We even have the right to vote on many of the laws that govern our nation. But almost everyone would agree that America is due for a change. Our debt is high, our roads are rough, our poverty rate is climbing. We all see the problem.

So the right to vote does not in itself ensure a better union. We need to demonstrate to the rank and file that we can make changes; that we can elevate the concerns of those forgotten, the dues-paying members. You give them hope. You show them that their concerns are your

concerns. Only then are you worthy of leading this great union.

Our message should be simple. We want what benefits our members. If it does not benefit our members, we have no need for it. We have all heard the argument of how hard it is to get qualified union leaders; how we must be willing to pay for quality. Well, this argument won't wash today. Members want a change. Limit officers to one salary and one pension now! This constitutional amendment should be number one. This will demonstrate to the officers we are determined. This will demonstrate to the rank and file our leadership.

The reform delegates are not alone in pursuing this demand. Most of the delegates attending the convention would benefit from a cap in officers' salaries and pensions. Those with salaries greater than the cap would be a small minority. It can be done, it must be done.

We can no longer wave the banner of the right to vote and majority rule. We need a bread-and-butter victory to demonstrate to the rank and file that we are leading in the right direction. Then and only then will we have earned the trust of the rank and file.

Determined to make this union great!

James E. Bigham
Local 71, UPS
Florence, S.C.

Greetings From Saudi Arabia

Greetings from the land of sand, camels and no middle class. Hope to

be back in the fight at home by mid-June. I encourage everyone who can to attend the (IBT) convention. I had planned to attend as an observer but may not be able to go. Thanks!

SFC Billy Floyd
1-181st Artillery, Saudi Arabia
Local 519, UPS
Chattanooga, Tenn.

Editor's Note: Brother Floyd sent the above message to TDU in a postcard from the Middle East. We, in response, sent him the following message:

Thanks for your postcard, Brother Floyd. We liked it so much that we decided to reprint it in Convoy Dispatch. If you arrive home before the last week of June, we'd love to see you in Orlando at the IBT Convention. The reform movement keeps growing—Local 519 elected all Carey delegates by a 2-1 margin!

Organize Non-Union Freight

I think greater emphasis should be directed toward organizing non-union companies. Even if they don't come up to standard pay scale, at least get them into the union as a start, and raise the pay as time passes.

Beryl Taylor
Local 878, ABF
North Little Rock, Ark.

Talking Democracy Not Enough

At the most recent Joint Council 10 meeting, International vice president Frank Hackett was roundly applauded for an admirable presentation given on the topic of the strike as an expression of our Constitutional right to free speech. Not long afterward, a motion was made that led to an ironic twist. After a less-than-unanimous vote endorsing the Durham-Mathis ticket, IBT President William McCarthy demanded to know the names of those voting against, but claimed it was unnecessary for those voting aye to identify themselves. Other delegates simply told the opposition to shut up.

This is precisely the kind of un-

abashed tyrannical behavior that has driven thousands of members from our ranks, effectively making our union an endangered labor entity. What's more, our greatest resource, the general public—who once showed genuine support for organized working people—now acts as suspicious of unions as it does of the very corporations that labor seeks to democratize.

And why not? This is not entirely the result of the media labor-bashing that some of our leaders have decried. Mostly it is the real result of Americans defending democracy in all quarters, and instinctively resisting Orwellian logic that attempts, for example, to place First Amendment privileges side by side with mouth-gagging. If our union is to be respected, if we expect to prosper and grow, if we expect to improve our lives, alter our working conditions and increase our financial power, then not only must we speak of democracy, we must also live by it.

Glenn Kulbako
Local 496, Red Cab
Boston, Mass.

Tankline Needs Representation

Organizing the companies that compete with union carriers should be a top priority for all locals. The fat cats are lazy. We need more representation for the tankline industry. Higher pay, better benefits.

James Mayberry
Local 984, Miller Transporters
Olive Branch, Miss.

UPS Contract Hurts Part-Timers

I am a part-time employee on the lower tier at UPS. I think the last contract negotiated at UPS was very unfair to part-time employees. It seems like the part-time people at UPS are always getting the short end of the stick. I hope TDU and Ron Carey will help us.

John Merz
Local 957, UPS
Kettering, Ohio

Members Speak on Pensions:

Pensions No One Can Live On

The members that are retired and are on pensions so small that no one could live on them, these are the people who built the union and its pension funds. We are men and women with 20 to 25 years of service and are on pensions of \$300 to \$400 per month and less.

Loy Faulk
Local 549, Mason Dixon, retired
Blountville, Tenn.

Food Stamps—Reward for 23 Years

The pension fund is a ripoff. I have to pay \$600 a year for health insurance that I really need. That leaves me with only \$537 a month. There are many jobs I could get but the fund says, "No." I have lost all the pride I ever had, and that's not easy. I wear my Teamsters jacket when I go for food stamps, or when I'm waiting in line for food commodities. When others ask why I am there, I say this is what you get with

early retirement from the Teamsters union after 23 years.

Ormand Belue
Local 480, Roadway, retired
Chattanooga, Tenn.

Too Little Return On Pension Money

I like the direction TDU is going in. I really feel that for the amount of money in the Teamster pension funds, we are getting far too little for our money.

Robert Stearns
Local 677, Yellow Freight
Meriden, Conn.

Insurance Needs

Retired Teamsters need the pension raises that are coming in now. The cost of living keeps going up and our pension stays the same. When we reach 65 we need a supplemental insurance to take over where Medicare leaves off.

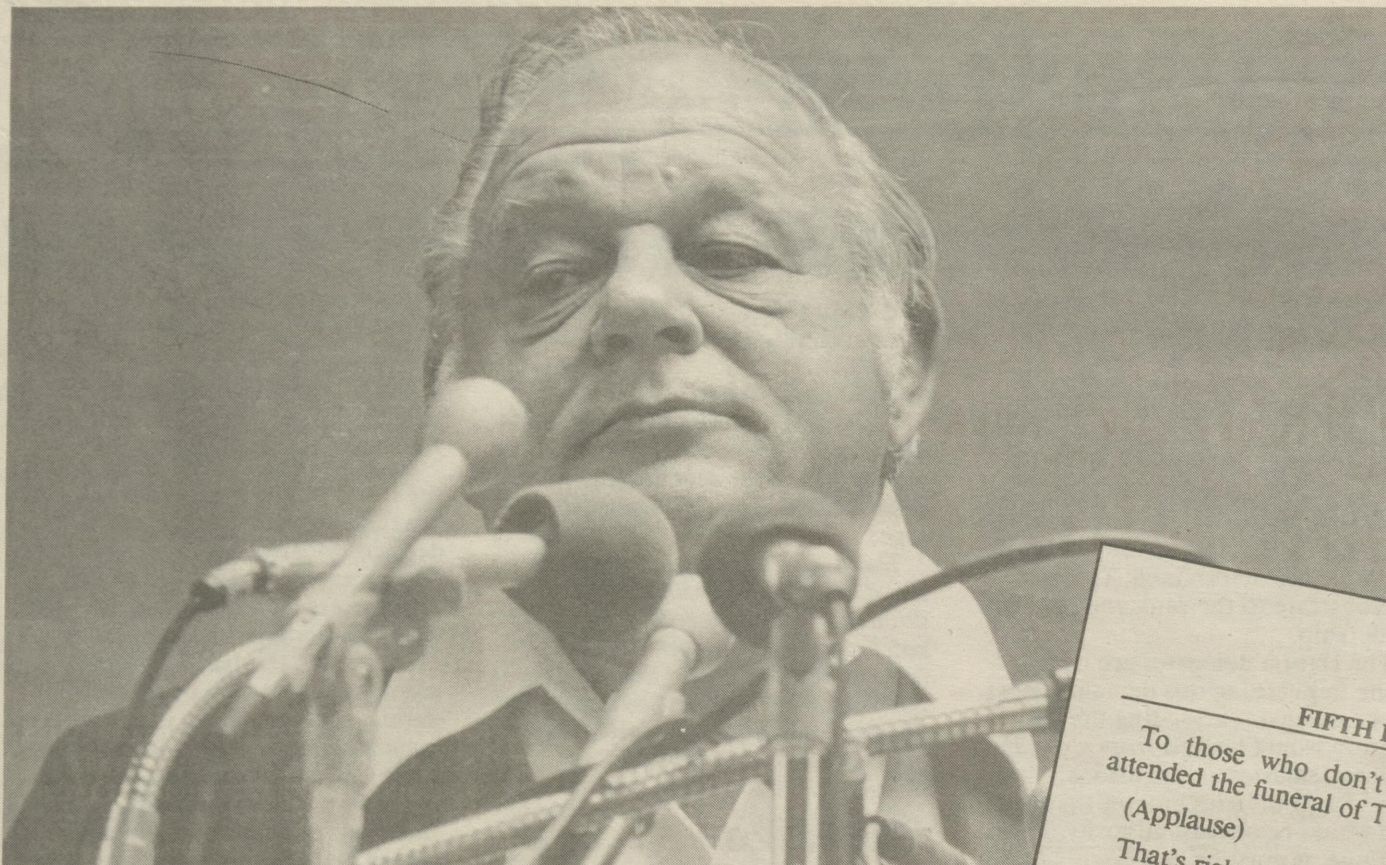
W.G. Randall
Local 71, Yellow Freight
Salisbury, N.C.

TDU Rank & File Convention Oct. 25-27, 1991 • St. Louis

Dave Kapitula
Local 401, Acme Markets
Wilkes-Barre, Pa.

The Wilkes-Barre chapter of TDU is looking forward to the TDU Rank & File Convention in St. Louis. Last year's was a terrific inspiration. It gets your adrenalin going. You can smell democracy in the air. We've been growing bigger and stronger here in Wilkes-Barre ever since the last one and this time we'll have more people there than ever before. Our ranks at the convention are going to grow from four to at least 15 people this year.





JACKIE PRESSER
1986 Teamster Convention
Las Vegas

To: Dan Ligurotis
Fr: David Wilhelm, The Strategy Group
Re: Survey Results
Date: April 26, 1991

"... The Teamsters for a Democratic Union (TDU) enjoys a strong favorability rating from union members, and arguments which attempt to portray the TDU as some sort of fringe group simply do not work very well."

FIFTH DAY—MORNING SESSION

To those who don't know it, I am going to say it. We attended the funeral of TDU this week.

(Applause)

That's right. That's right. You say it, right.

Thank you. That's right. All right, okay.

When you get home put up a bulletin, let them rest in peace, TDU. Put it up. They died. Never again—don't let them do it again.

If a guy gets up in your union hall, tell him you were at the funeral. They had 24 votes. Don't forget it. That's right.

(Applause)

We're tired of hearing about them.

All right, that's the way to do it. We're not

TDU IS HERE TO STAY!

In 1986 then-Teamster President Jackie Presser announced the "funeral" of TDU.

An opinion poll commissioned by Walter Shea and Dan Ligurotis this April showed not only that TDU is not dead, but has a "strong favorability rating from Teamster members."

Teamster presidents and candidates for top Teamster office may come and go, but TDU has been here since 1976 fighting for and defending the rank and file of our union.

TDU knows what our union can be—a strong, democratic leader of American labor. And we know that only an informed, active membership can bring this vision to life. If you agree, join us today. We'll be there with you, for as long as it takes.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
☐ Other _____

Optional: Spouses name _____

☐ \$30 membership fee for one year's membership & subscription to *Convoy Dispatch*.

☐ \$75 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$15 for spouses, retirees and Teamsters who gross less than \$12,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

TDU membership is kept confidential from employers and union officials.
TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.